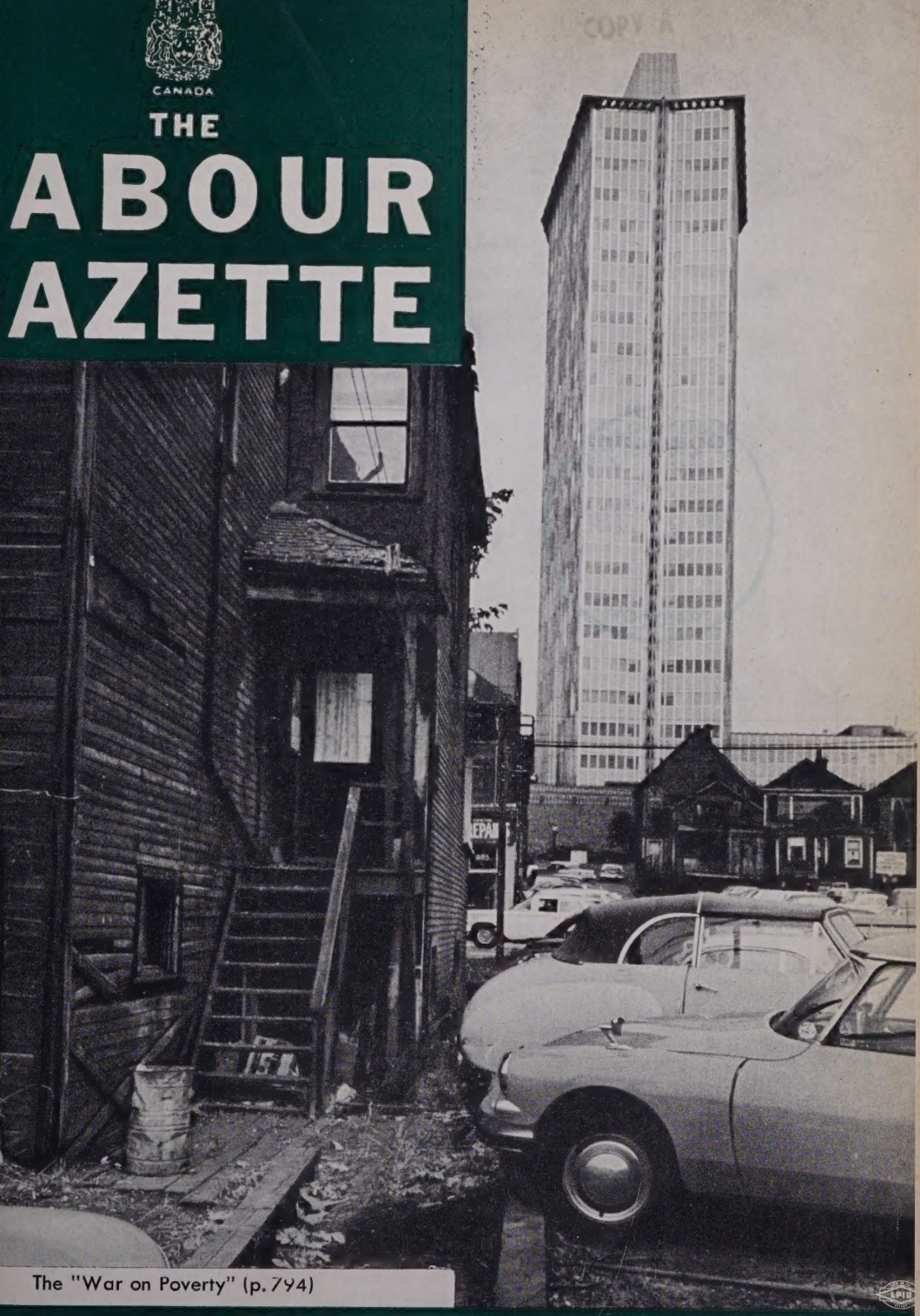
COPY A

CANADA

THE LABOUR GAZETTE



The "War on Poverty" (p. 794)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LXV No. 9
SEPTEMBER 30, 1965

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance.

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Price 35 cents. Catalogue No L1-1964

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents. L2-2/1964

Industrial and Geographic Distribution of Union Membership in Canada, 1964 (English or French). Price 15 cents. L31-764

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents. L2-1/1963

Wage Rates, Salaries and Hours of Labour. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance and service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). L2-546

First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.00.

Working Conditions in Canadian Industry, 1963. Price 35 cents. L2-15/1963

Labour Management Research Series

2. *Shiftwork and Shift Differentials in Canadian Manufacturing Industries.* L2-22/2
3. *Sickness and Accident Provisions in Canadian Industry.* L2-22/3
4. *Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries* (English or French). L2-22/4
5. *Collective Agreement Provisions in Major Manufacturing Establishments, 1964.* Price 35 cents. L2-22/5

Professional Manpower Reports

1. *Trends in Professional Manpower Supplies and Requirements* (out of print; available in French). L2-2001
2. *Immigrants in Scientific and Technical Professions in Canada.* L2-2002
3. *Canadians Studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine,* 1955-56. L2-2003
4. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada.* (out of print; available in French). L2-2004
5. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960* (superseded by Bulletin No. 8) L2-2005
6. *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada.* (out of print; available in French) L2-2006
7. *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1957.* L2-2007

(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

Editor-in-Chief
W. S. Drinkwater

Editor
Jack E. Nugent

Assistant Editor
Frank L. Dubervill

Editor, French Edition
Georges D'Astous

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LXV, No. 9 — CONTENTS — September 1965

Department Today: Canadian Government Annuities 786
50 Years Ago This Month 787
Notes of Current Interest 788
The "War on Poverty" 794
International Assoc., Personnel in Employment Security 798
Federal Government Proposes Medical Care Plan 800
Women at Work in Canada 801
Women's Bureau: U.S. Conference on Day Care 802
Special Services Rehabilitation Unit 804
18th Annual Conference on Aging 805
Employment and Unemployment, August 806
Latest Labour Statistics 808
Collective Bargaining Review:
Collective Bargaining Scene 809
Teamwork in Industry 814
Certification and Conciliation:
Certification Proceedings 815
Conciliation Proceedings 820
Canadian Railway Office of Arbitration 825
Labour Law:
Legal Decisions Affecting Labour 832
Recent Regulations under Provincial Legislation 834
National Employment Service:
Monthly Report of Placement Operations 836
Unemployment Insurance:
Monthly Report on Operation of the Act 837
Decisions of the Umpire 838
Wage Schedules 841
Price Indexes 847
Publications Recently Received in Department's Library 849
LABOUR STATISTICS 853

Indexed in the Canadian Periodical Index

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

91940—1

Canadian Government Annuities

Decline in premium income of recent years appears to have been halted during fiscal year ended March 31, Annuities Branch reports. But cash disbursements exceeded income

The decline in premium income in recent years appears to have been halted in the government annuity account. During the fiscal year ended March 31, 1965, an increase of $749,316 in premium income over that in the previous fiscal year was recorded by the Annuities Branch of the Department.

But cash disbursements exceeded the premium income by $29.6 million. Interest of $49.1 million was earned by the fund, however. This was an increase of $18.8 million after a surplus of $695,379 had been paid into the Consolidated Revenue Fund.

As a result of an increase in interest rates for some annuities on April 1, 1964, the price of immediate annuities came close to commercial prices. Income from sales of immediate annuities increased about four times, and the number of contracts increased about three times.

Although the higher interest rate for group annuities did not produce a noticeable volume of new business, it was responsible for the resumption of payments under a number of group contracts where premium payments had been suspended. In many instances premium payments that otherwise might have been suspended were maintained.

Interest Rates

Interest rate for group annuities is 5 per cent; for immediate annuities at ages 55 and older, 5¼ per cent; and for deferred annuities, maturing in 5 years or less at ages 55 or older, 4 per cent, building up to a 5 per cent maturity value.

During the year, 5,600 persons came under the security provisions of the Government Annuities Act, either by purchasing individual annuities or by enrolment in group pension plans.

New business amounted to 3,142 deferred annuities, 675 immediate annuities, and seven group contracts covering 120 employees. The number of new employees entering old groups was 1,663, replacing employees who had retired, died, or left their employer's service.

At the end of the fiscal year there were 205,332 persons insured under 1,312 pension plans. Of these, 149,026 were employees at work, with 56,306 holding paid-up deferred pensions by reason of termination of service before retirement age.

Individual deferred annuity contracts in force numbered 90,340, with approximately 74,000 persons receiving annuities under 93,342 contracts and certificates. This entailed the mailing of 863,000 cheques. A total of 3,656 employees retired on pension and 2,481 individual contracts matured for payment of annuity.

The average age of persons drawing annuities was 70.5 for both men and women. During the year, 4,223 deaths were reported. The average age of the men who died was 75.6; of the women, 80.5. There were six annuitants who were more than 100 years old.

Employees under Pension Plans

Working employees under pension plans numbered 149,000. Company valuations covering 65,000 employees were made and 23,900 accounts were given attention.

About 23,500 annual statements were prepared for tax purposes for Registered Retirement Savings Plans. The sum of $10,250,000 was paid into the plan in the 1964 tax year by 23,500 persons.

When the Canada Pension Plan becomes effective on January 1, 1966, the Annuities Branch will be prepared to cope with the proposed changes in the eligibility dates for old age security as they affect the integration of annuities and old age security into one uniform income. Tables have been prepared showing the additional annuity to be paid to the various dates of eligibility of the annuitant for old age security.

Individuals and employers have shown considerable interest in what the new situation may do to figures for the option to take an annuity reducing when old age security becomes payable. In 1970, when old age security becomes universally payable at age 65, the option will disappear for maturities and retirements at age 65 and older.

The Annuities Branch has 42 sales offices across Canada. The staff consists of 60 salesmen and 15 office assistants. Of the salesmen, 49 are full-time employees and the remainder part-time.

From the Labour Gazette, September 1915

50 Years Ago This Month

Harvesting operations absorb almost all idle labour in West and provide work for many from East. In addition, recruiting for overseas service helps to reduce the number out of work

With harvesting operations reaching their height toward the end of August, practically all idle labour in the West was absorbed, and employment was provided for many thousands from the East, who were brought in on special excursion trains, the *Labour Gazette* of September 1915 reported. Several of these special trains were run during the month.

"Recruiting for overseas service also continued steadily and was a factor in reducing the number out of work."

At the same time, it appeared from other reports in the same issue that the flocking of harvesters from the East to the West to help in getting in the excellent crop was rather overdone, with the result that, while in some parts of the East there was a shortage of labour, in some Prairie districts there was a surplus.

"The unemployed in Winnipeg were able to secure work at harvesting, but it was reported that a large number of men from Eastern Ontario were unable to obtain work as harvesters. Brandon also reported there were large numbers of labourers unable to obtain work." In some other districts, however, there was a good demand for local and outside labour.

Employment throughout the country was improving considerably. This was the result of a combination of a general improvement in business, orders for war supplies, a demand for harvest labour, and recruiting for military service. Skilled workers, such as machinists, continued to leave for work in munitions factories in England.

The Montreal correspondent said, "Various companies are assuring their men that their positions will be given back to them when they return from the front. In addition to this, Canada Steamship Lines, Limited, decided to insure the lives of all married men. They will also contribute $10 a month as long as the war lasts to the support of dependants of those who enlist from their employ. Two thousand men have been furnished to the firing line by the Grand Trunk, Grand Trunk Pacific and their affiliations by rail and lake since the war began . . ."

"The United States Bureau of Labor Statistics has commenced the publication of a monthly journal," this journal reported. "The journal is slightly smaller in dimensions than the LABOUR GAZETTE of Canada, but is comparable with it, generally speaking, in the nature of its contents, save that the United States publication does not appear to aim at informing its readers as closely as does the LABOUR GAZETTE with reference to current industrial conditions in the different parts of the country. The United States publication, which will be known as the "Monthly Review," is under the official control of Dr. Royal Meeker, United States Commissioner of Labor . . . ."

The September LABOUR GAZETTE published the full text of a draft bill to amend and consolidate the Industrial Disputes Investigation Act, 1907. "The opening lines of the introductory page state the Minister's object in making known at this time the nature of the proposed legislation:

"The accompanying draft Bill respecting Industrial Disputes is printed and distributed for consideration and discussion. It is earnestly requested that its provisions be carefully perused, and that the views and suggestions of those interested be sent to the Minister of Labour.

"The names of secretaries of all trades union branches in Canada are, it will be remembered, on the complimentary mailing list of the LABOUR GAZETTE and the publication is mailed to them regularly. It is trusted that officers of organizations which have shown special interest in this legislation will bring to the attention of their members the draft Bill printed in the present issue."

This journal's Peterborough correspondent said, "Labourers working for the Warren Paving Company have been granted a shorter work day and an increase in wages. They now work nine hours a day and receive 20 cents per hour. They formerly worked 10 hours a day and were getting 17½ cents per hour."

The correspondent from Fort William and Port Arthur said, "During the past 12 months many people have left these cities, leaving many empty houses. This has caused a great reduction in rents, and also no necessity for new buildings, and as a consequence the building trade has suffered severely . . . Many men have left Port Arthur and Fort William to help in the Western harvest fields. . . ."

Set up Board to Administer Auto Worker Benefits

The establishment of an Adjustment Assistance Board to administer the Transitional Assistance Benefit Program for auto workers laid off as an effect of the Canadian-United States Automotive Program, and a program of loans for manufacturers of auto parts, was announced early in August jointly by Hon. Allan J. MacEachen, Minister of Labour, and Hon. C. M. Drury, Minister of Industry.

The chairman of the new board is Prof. Vincent W. Bladen, Dean of the Arts and Science Faculty, University of Toronto. Prof. Bladen served as chairman of the recent Royal Commission on the Automotive Industry. The other members of the board are: S. S. Reisman, Deputy Minister of Industry; G. V. Haythorne, Deputy Minister of Labour; and R. B. Bryce, Deputy Minister of Finance.

To attain the increased output that is expected to come about as a result of the automotive program, many Canadian parts manufacturers will have to undertake substantial re-equipment and expansion programs that are likely to lead to a limited number of layoffs. The board will receive applications for transitional assistance benefits from a firm on behalf of its employees, from a group of workers affected, or from their union or other authorized representative.

The board will also authorize loans to existing auto parts manufacturers who have a prospect of profitable operation, but who would otherwise be prevented by lack of capital from undertaking the necessary re-equipment.

The new program of transitional assistance for workers, together with unemployment insurance benefits, will provide to laid-off workers payments ranging from 62 to 75 per cent of their weekly straight-time pay, depending on the number of their dependants, and provided that the total benefit does not exceed 65 per cent of average weekly wages or salaries which at present amount to about $75 in the motor vehicle and auto parts industries.

To be eligible for benefits, an unemployed worker must be qualified for unemployment insurance benefits, and must have worked at least 30 weeks in the automotive industries during the previous year. He will then be entitled to four weeks of benefits, with additional credits up to a maximum of one year for employees who have completed two years of employment in these industries immediately preceding the layoff.

Workers who complete training programs will be eligible for benefits for a period of up to a year and a half.

The payment of transitional assistance benefits to workers will be conditional upon contribution to the program by those companies that have supplementary unemployment benefit plans. The transitional assistance benefits, together with unemployment insurance benefits, will amount to at least 62 per cent of a worker's pay, plus $1.50 for each dependant up to a maximum of four. Therefore, these companies, according to the provisions of the SUB agreements, will not be required to make any payments to the SUB. Consequently, they have been asked to contribute to the TAB fund the amount they would have paid to the SUB funds.

Details of administration of the Transitional Assistance Benefit Program for eligible workers will be carried out by the Department of Labour and the Unemployment Insurance Commission.

Prime Minister Asks for Slowdown in Building Industry

Prime Minister Pearson has called for a slowdown on major building projects to avert inflation in the construction industry. He announced measures to spread out a number of federal building programs, and has appealed to businessmen to consider deferring important construction schemes.

Mr. Pearson issued his special statement in conjunction with the mid-year forecast of private and public investment in Canada. This survey showed that private business and public authorities are planning to invest $12.8 billion in capital works this year, compared with previous intentions of $12.3 billion.

This program would represent an increase of 4 per cent over that anticipated earlier for 1965, and would be nearly 19 per cent above the 1964 level. In both value and volume terms, such a capital expenditure program would be the largest on record and would represent the sharpest annual increase in such spending since 1956.

The federal slowdown program involves deferring these projects: a large postal terminal building in Toronto; work on the new runway at Dorval Airport, Montreal; a new main terminal building at Vancouver Airport; and a National Museum in Ottawa, and a parking garage on Parliament Hill.

The Government will also ask Parliament to amend three programs it shares with the provinces and municipalities:

—to extend until March 1970, instead of March 1967, the period in which the federal

Government pays 75 per cent of the cost of technical and vocational schools;

—to extend to the end of 1970, instead of 1967, the period during which federal grants are made to the provinces for construction of the Trans-Canada Highway;

—to extend to March 1970, instead of March 1967, the period during which, under the National Housing Act, Ottawa authorizes loans to the provinces and municipalities for construction of sewage treatment projects, and deducts 25 per cent of the loan if the work is completed before the end of the period.

Claude Jodoin, President of the Canadian Labour Congress, accused the Government of ignoring the advice of the Economic Council of Canada and condemned the federal cutback in public works. He said the Government has presented no convincing evidence that there is danger of runaway inflation.

"Repeatedly in this country, Governments have panicked at the first hint of rising costs and have adopted measures which choke off economic expansion," he said. "Now it is happening again. The lessons of the past have not been learned."

Canadians cannot expect to attain the 1970 goals set by the Economic Council if the Government is so frightened of inflation that it cuts back spending on job-creating projects at the first sign of cost pressures, Mr. Jodoin said.

The President of the Canadian Construction Association, Neville R. Williams of Winnipeg, voiced alarm over the Prime Minister's announcement. He said that federal Government action in re-scheduling deferable public works projects in certain cases was reasonable, provided that it was executed in a careful and selective manner.

"The volume of construction for manufacturers, however, is still below the level of the late 1950s and it would be a serious mistake if projects contributing to Canada's ecoonmic development were deferred," he said.

The CCA President pointed out that a significant portion of increased construction costs arose out of federal Government policies. "This year we are experiencing the full effect of the 11 per cent federal sales tax on construction materials.

"Contractors are now adding around 2 per cent to their labour estimates for 1966 work to cover the Canada Pension Plan assessments. Manufacturers have kept pace with the increased demand for materials, and equipment and prices, apart from the sales tax element, have been quite stable. Labour shortages are being experienced in several areas, and this is reflected in costs—but this situation, as mentioned by the Prime Minister, is by no means characteristic of the country as a whole."

Quebec Civil Service Act Passed, Gives Civil Servants Right to Strike

The Quebec Civil Service Act last month received final reading in the Legislative Assembly. The Act gives Quebec civil servants collective bargaining rights on salaries and working conditions, but not on job classification. Only Quebec and Saskatchewan give civil servants the right to bargain collectively and to strike.

The right to strike is not given persons in authority, civil servants carrying out work of a confidential nature or policemen.

The law excludes from the labour code legislation "any civil servant whose work is judged by the Civil Service Commission to be of a confidential nature such as a Department of Labour conciliator, a Civil Service Commission Inspector, an employee of the Cabinet, Treasury Council and Cabinet minister's office or a personnel director."

The Act specifically names the Quebec Civil Servants Union, a CNTU affiliate, as the bargaining agent for about 26,000 civil servants under the Act.

Canadian Postal Workers Strike, Only Second Time in 40 Years

Dissatisfaction over salary increases of $300 to $360 a year touched off strikes of postal workers in Montreal, Que.; Toronto, Ont.; Vancouver, B.C.; and a number of other centres in the three provinces. The Canadian Brotherhood of Postal Workers (L.G., July, p. 599) had demanded an increase of $660 a year.

About 17,000 of the 22,000 letter carriers and mail sorters were involved in the walkout, which began July 22 in Vancouver and Montreal and spread to Toronto; workers in the latter centre returned to work August 9, in most other places by July 30.

The previous postal strike was in 1924 (L.G. 1924, p. 546).

End of the strike came when the Brotherhood urged the workers to accept salary increases of $510 to $550 as recommended by Judge J. C. Anderson of Belleville, who had been appointed a one-man commission to inquire into the salaries.

After the strikers, with the exception of those in Montreal, returned to work, a nationwide referendum was taken on Judge Anderson's recommendations. The workers accepted the increase by a 3-to-1 margin.

Montreal workers refused to participate in the referendum. Instead, they held a vote that resulted in their acceptance of the increases; they returned to work on August 9, ending their 17-day strike.

SIU Presents Brief On Marine Safety

A 36-page brief dealing with marine safety on the St. Lawrence River and the Great Lakes, together with a lengthy appendix containing supporting evidence, was presented to the Minister of Transport by the Seafarers' International Union of Canada in July.

The brief reviewed a number of the accidents that have taken place in the territory referred to, and made seven specific recommendations regarding measures that the union contended would reduce the frequency of such accidents.

The brief rejected the argument that an increased volume of traffic must lead to a proportionate increase in the number of accidents. It also demurred to the drawing of any definite distinction between minor and major accidents.

"Where ships are involved, it cannot be said with any certainty that certain accidents are minor or major," the union said; and it gave as an instance a "relatively minor accident" in which "a vessel this spring grounded in the Welland ship canal and delayed 55 ships for anywhere up to 36 hours."

One of the main recommendations made in the brief was that "all ships navigating the St. Lawrence River and Great Lakes area be equipped with both AM and VHF radio telephones . . . properly manned 24 hours a day in the English language whilst the vessel is navigating in the area."

The brief explained that although all Great Lakes vessels were equipped with such radio telephones, "ocean vessels are equipped with radio telegraphy receivers and transmitters as specified by the International Convention for Safety of Life at Sea, of which Canada is a signatory nation."

The union said that "the ocean-type radio equipment is completely incompatible with the radio telephone equipment used by Canadian lake-type steamers and ships. . . ." Although St. Lawrence Seaway regulations required vessels to carry a VHF radio telephone these telephones were usually rented and taken aboard only in the port of Montreal. Below the port of Montreal this was not required.

The brief referred to the opinion expressed by survivors of the *Leecliffe Hall* that if they had been able to communicate with the *Appolonia*, the collision between the two vessels in September 1964 would have been averted.

Another important recommendation made by the SIU was that ocean freighters and all types of vessels except those that were Canadian-registered or Canadian-manned should be required, while navigating the St. Lawrence and the Great Lakes, to employ three Canadian or American Great Lakes helmsmen in addition to the pilot required by existing regulations.

A third recommendation would have all vessels plying the St. Lawrence or the Great Lakes to be required to have "an exclusively assigned lookout man posted either on the navigation bridge or the bow during the hours of darkness."

The brief also recommended "the immediate establishment of competency standards for Canadian seamen based on the proved experience of the United Kingdom, the United States and the vast majority of world maritime nations . . . coupled with a basic training program in conjunction with the Department of Labour under certain apprentice legislation presently vested in that portfolio.

"That this basic training be administered by management and labour under the auspices and examining governorship of the Department of Transport," Montreal, Vancouver, and Thorold, Ont., were proposed as sites where schools might be established to provide this training.

Labour and Management Share Floor at AFL-CIO Show

At the AFL-CIO's annual Union Industries Show, held for six days in Pittsburgh during May, labour and management put aside differences to demonstrate that the two parties have what President Johnson has called "a mutuality of interest."

In 1938, labour sponsors accounted for 85 per cent of the floor space at the first Union Industries Show, run by the old AFL in Cincinnati; and even companies that used the union label were usually reluctant to enter a union show.

But a change of attitude began after the merger of the AFL and the CIO in 1955, when the show came under the sponsorship of the AFL-CIO Union Label and Service Trades Department, with a substantial increase in union support and in the funds on hand for promotion.

This year, according to an article in *Business Week*, floor space at the show was about equally divided between labour and management sponsors. About 35 national companies ran their own booths, and many others donated products for display in union booths.

Some of the companies' booths were side by side with union displays of propaganda for medicare and the shorter work week. Management participants, however, seem to consider the advertising valuable, because the AFL-CIO's 12,500,000 members represent a comparatively well-paid, partially-captive market.

Sign Manpower Assessment Agreement For Western Pulpwood Industry

The Minister of Labour last month announced the signing of an agreement, under the auspices of the Manpower Consultative Service, to provide for a joint manpower assessment program in the pulpwood logging industry. The new agreement is with the International Woodworkers of America (AFL-CIO/CLC) and the North Western Pulp and Power Limited at Hinton, Alta.

The company and the union have established a Joint Consultative Committee with a small research subcommittee for the purpose of assessing and planning for manpower problems associated with expected technological changes in the pulpwood logging operations. Under the Manpower Consultative Service agreement, the Department of Labour is providing technical services as well as one-half the cost of the manpower assessment and adjustment planning program.

Mr. MacEachen said he was confident that the company, the union and its members, and the economy of the area generally, would benefit by this constructive approach to technological change and consequent manpower adjustment.

Commenting on the agreement, a spokesman said that the union welcomed the opportunity of participating in manpower planning for technological change, and that Mr. MacEachen and the company can be assured of full and constructive efforts.

Representatives of the company added that certain technological changes were anticipated in the pulpwood logging operations, and the company recognized that employee and union interests would be involved.

This is the sixth such agreement to be signed since the Manpower Consultative Service was established last year (L.G., June, p. 488).

Commission on Human Rights Holds 21st Session

The 21st session of the United Nations Commission on Human Rights was held in Geneva from March 22 to April 15. The Commission consists of 21 members, each elected by the Economic and Social Council for a three-year term.

The present membership is: Austria, Britain, Canada (since February 1, 1963), Chile, Costa Rica, Dahomey, Denmark, Ecuador, France, India, Iraq, Israel, Italy, Jamaica, Liberia, the Netherlands, the Philippines, Poland, the Ukrainian S.S.R., the U.S.S.R., and the United States.

The Commission holds one session each year, and this was the last session that will be attended by Canada during its present term of membership.

The Commission on Human Rights was created by the Economic and Social Council of the United Nations early in 1946 to advise the council and to submit proposals and recommendations to it on such matters as an international bill of rights, international declarations or conventions on civil liberties, the status of women, the protection of minorities, the prevention of discrimination, and the rights of man generally.

It was the Commission on Human Rights that prepared the Universal Declaration of Human Rights adopted by the General Assembly on December 10, 1948 (L.G., 1949, p. 162). The Commission also elaborated a number of international instruments in the field of human rights, including the important draft covenants on civil, political, economic, social and cultural rights that are still under consideration in the General Assembly.

The Commission is currently drafting an international convention on the elimination of all forms of religious intolerance. Other items on its agenda relate to: the question of periodic reports on human rights; the right of everyone to be free from arbitrary arrest, detention and exile; freedom of information; capital punishment; police ethics; the problem of war criminals and of crimes committed against humanity; and the program of activities that are to be undertaken on the occasion of the 20th anniversary of the Universal Declaration in 1968.

The Canadian delegation to this session consisted of:

Delegate—Miss Margaret Aitken, Toronto.

Alternate delegates—Miss V. Kasurak, Windsor; and Charles Lussier, Assistant Deputy Minister, Department of Citizenship and Immigration.

Advisers—J. A. Beesley, First Secretary, Permanent Mission of Canada to the European Office of the United Nations, Geneva; and Gilles Grondin, Second Secretary, Permanent Mission of Canada to the United Nations, New York.

U.S. Retraining Costs Recovered in One Year

One-third of the U.S. government's cost of retraining unemployed workers is recovered in one year, according to Samuel C. Bernstein, Illinois Employment Security Administrator.

Mr. Bernstein told a Chicago seminar on training programs:

—20 per cent of the cost of teaching the jobless new skills to make them employable is recouped in one year through income taxes;

—10 per cent or more of the cost is saved from unemployment compensation payments.

Economic Council Publishes Labour-Management Studies

The complete text of the opening address by the Chairman of the Economic Council of Canada, together with four studies presented at the National Conference on Labour-Management Relations, convened by the Economic Council in Ottawa on November 9-10, 1964 (L.G., Jan., p. 22), have just been published.

The four studies are: "The Current Status of Labour-Management Co-operation in Canada," by W. Donald Wood, Professor of Economics and Director, Industrial Relations Centre, Queen's University; "Experiments and Progress in the Field of Labour-Management Relations in Europe," by Jean-Réal Cardin, Director, Department of Industrial Relations, Laval University; "Recent American Developments and Experiments in Labour-Management Relations," by J. T. Montague, Director, Institute of Industrial Relations, University of British Columbia; and "The Nova Scotia Labour-Management Agreements," by John H. G. Crispo, Associate Professor of Industrial Relations, School of Business, University of Toronto, now Director of the University's Industrial Relations Centre.

Copies of the book may be obtained from the Queen's Printer, price $2.

Alberta Labour Seeks Amendments To Provincial Labour Act

An amendment to the Alberta Labour Act to define a trade union as "an international, national, or provincial organization of employees, or a local branch chartered by and in good standing with such an organization," was requested by the Alberta Federation of Labour in a brief presented to the Alberta Government in July.

The aim of the amendment would be to prevent company-dominated associations of employees from being granted certification by the province's Board of Industrial Relations. The AFL said that such organizations had been granted certification in increasing numbers in recent years.

Other amendments to the Act requested by the Federation would, among other things, have the effect of:

—limiting the power of the Board of Industrial Relations to grant employers the right to extend working shift schedules;

—easing restrictions on organizational picketing and requirements for "membership in good standing" in applications for certification;

—taking away from the employer the right to apply for decertification of a trade union;

—allowing employees greater freedom to refuse to cross picket lines without jeopardizing their employment;

—removing restrictions on strikes and provision for compulsory arbitration of disputes in certain industries;

—and prohibiting the employment of professional strike-breakers to replace employees involved in a labour dispute.

Other changes in labour regulations asked for by the Federation were: that the chairman of the Board of Industrial Relations should be someone other than a government employee; that a set of regulations should be prepared governing application for certification of a trade union; that a schedule of fees should be drawn up for payment of chairmen and members of arbitration boards; and that a review should be made of the provisions of the Alberta Labour Act to assume much greater protection from employers for employees who wish to joint a union.

Five-Week Vacation Won by Chicago Brewery Drivers

A fifth week of paid vacation after 20 years of service is part of a new three-year contract between Local 744 of the International Brotherhood of Teamsters, and employers' groups representing Chicago brewers and beer distributors. The longest vacation provided under a previous contract was four weeks after 12 years.

The agreement covers 1,500 drivers and warehousemen.

Longer Work Day Asked By U.S. Rubber Workers

The B.F. Goodrich Co. in Akron O., and Local 5 of the United Rubber, Cork, Linoleum and Plastic Workers are negotiating about lengthening the work day from six to eight hours, and reducing the work week from six to five days.

The six-hour day worked by most Akron rubber plants began as a share-the-work device during the depression of the 1930s, and the six rubber companies in business in Akron have been trying almost ever since to get it increased. The union, however, has rejected all overtures.

Recently a change has come about in the situation in consequence of a vote by 57 per cent of the membership of the local in favour of the longer day and shorter week. According to the president of the local, the favourable consideration being given by the union to the change is because of the wish to make the Akron plant more competitive with plants elsewhere. The six-hour day has

cost the Akron plant 5,000 jobs during the past 30 years, because expansion has taken place elsewhere.

Electricians are the first building tradesmen in Hamilton to win a 37½-hour week. Under an agreement signed last month by Local 305, International Brotherhood of Electrical Workers, and the city's construction industry, the work week will be reduced from 40 to 37½ hours in 1969, the fourth and final year of the contract, with no reduction in take-home pay.

Hiring on Basis of Ability Rather than Age Urged in U.S.

A national policy to encourage and implement hiring on the basis of ability rather than age has been proposed by U.S. Secretary of Labor W. Willard Wirtz in a report to Congress. The Secretary made a number of general recommendations to deal with age discrimination, including one for a "well-administered and well-enforced statute, coupled with an educational program."

Among other means of reducing and eliminating various forms of employment discrimination against older workers, the Secretary suggested:

—new forms of private annuity coverage for older workers not covered by present private pension systems;

—a review of present systems of workmen's compensation and disability insurance;

—an "employability" campaign that would include counselling, retraining, community programs for job-finding, the development of part-time jobs, and expansion of manpower development and training programs; and

—a special program of financial assistance to displaced workers between the ages of 55 and 65.

New U.S. Act Seeks to Improve Conditions for the Aged

The United States Older Americans Act, signed in July, creates an Administration on Aging in the Department of Health, Education and Welfare. It authorizes $17.5 million in federal funds to promote co-operative efforts toward enriching the retirement years of elderly citizens whose life spans have been extended by improved medical science.

The new Administration will serve as co-ordinator and technical adviser to state agencies and public and private non-profit groups to develop training programs and community centres for the elderly.

U.S. Medicare Bill Becomes Law

The so-called "Medicare Bill" was recently signed by U.S. President Johnson and became law as Title XVIII of the Social Security Act (L.G. 1945, p. 814).

The new law, with numerous subsidiary considerations, provides for basic additions, amendments or changes to existing social security legislation. These are:

(a) a basic plan of hospital insurance for persons aged 65 years and over;

(b) provision for a voluntary system of medical care, with voluntary payments of individuals to be matched by equal sums from the government;

(c) increases in social security benefit payments, and general improvement in the payment aspect of social security;

(d) improvement and consolidation of welfare benefits under Social Security.

For news of the Canadian Government's medicare proposals, see page 800.

Mexican Profit-Sharing Is a Growing Success

Mexico's once-controversial compulsory profit-sharing plan is a growing success.

This year about 2,000,000 workers are dividing profits estimated at between 1,000,000,000 and 1,500,000,000 pesos—up from about 900,000,000 pesos (about $72,000,000) divided last year among about the same number of workers.

Businessmen praise the plan, and the few protests that are heard come from the ranks of labour where some workers complain when they think the profits to be shared are too small.

Most of those taking part in the profit-sharing plan are union members in urban areas. Mexico's labour force is composed of about 11,000,000 persons, of which about 6,000,000 are agricultural workers.

The profit-sharing is required by national law and affects about 80 per cent of the business and financial organizations in Mexico, both Mexican and foreign-owned.

Exceptions to the profit-sharing law generally are small operations with few employees, or new industries exempted in their first stages.

Mexican officials point with pride to figures they say show that compulsory profit-sharing caused no cut in economic activity. Business in general was so good last year that Mexico's gross national product increased 10 per cent, the largest increase in a decade.

Under the profit-sharing plan, an estimated average of 14 per cent of total company profits are distributed among employees.

The "War on Poverty"

Is popular name for program of work and opportunity designed "for the full utilization of human resources and elimination of poverty" and is really the co-ordination of five programs

During the last session of Parliament, the federal Government launched a program of work and opportunity, described in the Speech from the Throne as a program "for the full utilization of our human resources and for the elimination of poverty."

The "war on poverty," as it is popularly called, is actually the co-operation and co-ordination of five programs aimed at the elimination of poverty in a country that is more prosperous than ever before in its history.

The programs are: the Area Development Program, the Manpower Mobility Program, ARDA (Agricultural Rehabilitation and Development Administration), the Canada Assistance Plan, and the Company of Young Canadians.

The "war" is being co-ordinated by a Special Program Committee, of which Prime Minister Pearson is chairman, and Hon. Allan J. MacEachen, Minister of Labour, vice-chairman.

A federal-provincial "work and opportunity" conference is scheduled for early 1966, when discussions will be held on proposals and plans made for joint activities on the programs.

In an address on the "work and opportunity" program, delivered to the Canadian Club at Niagara Falls in May, Mr. MacEachen labelled poverty as a public enemy, "which like so many other public enemies operates in secrecy in some of the dark and dank recesses of our society."

He defined poverty by quoting the well-known Canadian-American economist, John Galbraith, as saying "there is no firm definition of this phenomenon and again, save as a tactic for countering the intellectual obstructionist, no precise definition is needed."

Mr. MacEachen said he agreed with John Galbraith and suggested "that only the most insensitive can fail to recognize poverty when he sees it—poverty in material needs, poverty in needs of the spirit.

"The people in these islands of poverty in a prosperous Canada have been sidetracked while most of us have been riding the express train by burgeoning prosperity—some because they are ill-equipped to seize opportunities; some because they live in areas where there are few opportunities or none at all," he said.

AREA DEVELOPMENT PROGRAM

Hon. C. M. Drury, Minister of Industry, recently announced a new and expanded Area Development Program in an attack on what has been called "insular poverty"—poverty that exists in islands or areas where nearly all residents have substandard incomes.

The program replaces the system of income-tax incentives to encourage firms to locate in "designated areas" with a system of capital grants.

The new program will embrace 65 National Employment Service office areas and 16 counties and Census divisions in all 10 provinces.

The areas that qualify are characterized by high and chronic unemployment and low family incomes. They contain 16 per cent of the national labour force, compared with 7¼ per cent of the labour force covered under the former plan (L.G., Jan., p. 4).

The new list of designated areas includes three in Newfoundland, two in Prince Edward Island, eleven in Nova Scotia, nine in New Brunswick, twenty-two in Quebec, seven in Ontario, three in Manitoba, four in Saskatchewan, one in Alberta and three in British Columbia.

Mr. Drury indicated that "although the areas have suffered from some economic difficulties in the past, with help they should prove attractive to a variety of industries anxious to establish new facilities.

"With new and growing markets developing at home and abroad, as transportation facilities improve, and as industrial training programs are exploited, I am confident that many areas that may have been considered somewhat remote for industrial development in the past will offer most attractive opportunities for economic growth in the future."

Development Grants

The grants will be available under the Area Development Incentives Act, which took effect on July 1 and will expire on March 31, 1971. It provides for capital grants in respect of new manufacturing and processing facilities that are established in designated areas as well as to firms already situated in these areas which undertake significant expansion there.

The amounts of the grants are to be directly related to the total investment in new

buildings and equipment made by these enterprises. A firm that qualifies for a grant may elect to take it in the form of a credit against its income-tax liabilities.

The development grants will be exempt from federal income tax and do not reduce the amount of capital cost that may be used for tax purposes.

To ensure suitable training facilities to fully exploit employment opportunities, the Act also provides for close liaison between the National Employment Service and firms receiving development grants.

The benefits are available to eligible firms in the new designated areas whose projects were not committed prior to the Act's taking effect. The duration of the incentives program is designed to ensure the best possible results in that the benefits will be available to eligible firms that enter production before expiry of the plan on March 31, 1971.

Since the tax incentives for industrial development in designated areas do not expire until March 31, 1967, eligible manufacturing and processing firms coming into reasonable commercial production before that date will be given an opportunity to choose either the income-tax holiday or a development grant.

Areas No Longer Designated

Seven areas designated previously will no longer qualify because of a general improvement in their economic conditions. More than 100 new industrial firms have either established or have indicated their intention to establish in these areas, in response to the incentives under the previous program.

With a total new investment of nearly $300 million in new plant and equipment, these firms will provide about 9,000 new direct jobs and a similar number of jobs in the related service and supply industries. These figures do not include the important employment arising out of plant construction.

Aside from new manufacturing and processing facilities in the seven areas to be removed from designation, an additional 190 commercial enterprises are erecting buildings worth $44 million and are taking advantage of the accelerated depreciation benefits on new buildings in designated areas.

Mr. Drury explained the Government's decision to replace the former income-tax incentives with a system of capital grants. "Experience has shown that a tax holiday is of benefit mainly to those firms who are able to reach a profit position at any early

---

Criteria for Designation of Areas

Six objective standards have been developed for the designation of areas to be eligible under the Area Development Program. The following are the criteria for designation of NES areas, counties, and Census divisions:

1. a National Employment Service area in which for the most recent five years:

(i) the unemployment rate is at least 200 per cent of the national average; *or*

(ii) the unemployment rate is at least 150 per cent of the national average and the rate of employment growth is less than one-half the national average rate; provided that the average annual family income in the area is less than the national average family income ($5,449);

2. a National Employment Service area in which for the most recent five years employment has declined at an annual rate of more than 10 per cent;

3. (i) a National Employment Service area in which the average annual family income is below $4,250;

(ii) a National Employment Service area in which 40 per cent or more of all families have an average annual income below $3,000;

4. a county or Census division in which the average family income is below $4,250, provided it is contiguous to areas that are designated by the foregoing criteria and which together with these areas form economic regions or districts;

5. a group of National Employment Service areas traditionally recognized as a distinct geographic and economic region which, considered as a whole, meets the foregoing criteria;

6. a National Employment Service area which was designated under Order in Council P.C. 1963-1323 of the 4th September, 1963, and which had an average unemployment ratio in the area, relative to the national average, which was not lower in the most recent twelve months than the average unemployment ratio for the most recent five-year period.

Areas designated in accordance with the foregoing criteria shall exclude the sparsely populated northern parts of the country and the northern boundaries of designated areas shall be drawn along county or Census division or subdivision lines that correspond to the boundaries of recognized economic districts.

91940—2½

date in their new operations. Other firms have to provide for market development and for other settling-in costs during their first years of operation.

"Accordingly, their profit position in the early years is such that tax benefits provide only a limited incentive. Moreover, it was found that smaller firms in particular, of a type well adapted to many of the areas, experienced difficulties in initial financing."

In making an appraisal of the previous program, Mr. Drury noted that since 1963, more than 250 firms have indicated that they intend to take advantage of the tax incentives and establish in designated areas. "These new establishments will employ more than 18,500 workers in their own plants and indirectly will create an equal number of additional jobs in the construction, supply and service industries. The total investment made in these new facilities will amount to more than $560 million, an average investment of about $30,000 for each worker employed in the new plants.

"The number of new jobs created in these new establishments represents more than 3 per cent of the labour force in the 35 designated areas. An additional 260 firms are taking advantage of the accelerated depreciation allowances on over $60 million of investment in new buildings and extensions in designated areas."

Enlarged Geographic Area

While the results of the old program are substantial, the new program will be strengthened by development grants and applied to a greatly enlarged geographic area. There is every prospect, therefore, of even greater opportunity for employment growth and increased income in designated areas in the future.

"In viewing the economic problems facing Canada and its regions, the Government is convinced that special emphasis must be placed on the need to expand Canada's manufacturing and processing industries. We are determined to ensure that a share of this expansion takes place in areas where industrial employment and income opportunities have tended to be inadequate. The new program of capital grants is designed to make a worthwhile contribution to the achievement of this goal."

MANPOWER MOBILITY PROGRAM

The Manpower Mobility Program, announced in May and described in detail in the June number of the Labour Gazette (p. 486), provides loans and grants to enable unemployed persons to move to localities where job opportunities are more favourable, or to jobs beyond commuting distance from their homes.

The program offers mobility grants to persons unemployed for four of the previous six months and to those unable to find work after completing a training course. The plan provides resettlement grants also.

ARDA

Agricultural Rehabilitation and Development Administration, or ARDA programs, are directed at improving or altering existing land use, carrying out soil and water conservation, and improving income and employment opportunities in rural areas.

ARDA projects were begun in 1962 after the signing of an agreement between the federal Government and each province. Recently, a new five-year agreement became effective under which the federal Government has agreed to provide $25,000,000 a year, to be matched more or less equally by the provinces plus an additional $50,000,000 of federal money to be put into a federally administered fund for rural economic development.

Reviewing ARDA's first two years of activity up to the end of 1964, Hon. Maurice Sauvé, Minister of Forestry, said 598 projects were approved under the ARDA Act, involving a cost of $42,367,000—of which the federal share was $23,191,000. (ARDA is now an agency of the Department of Forestry, having been transferred from the Department of Agriculture in March 1964.)

ARDA projects to the end of 1964 included 174 for alternate land use, 177 for soil and water conservation, 25 rural development projects, 93 joint federal-provincial research projects and 129 federal research and study projects.

Under ARDA, each province initiates and carries out its own projects, with federal financial and sometimes technical assistance. Emphasis on the type of projects varies between provinces, according to their needs. For example, Saskatchewan has concentrated on community pastures, with a total of 59 in process of development. The Newfoundland ARDA program has consisted chiefly of research work, with 38 such projects under way or completed. Quebec has had a diversified program, but the emphasis is on improvement of watercourses, to improve and increase arable land on many hundreds of farms.

CANADA ASSISTANCE PLAN

The Canada Assistance Plan, under the Department of National Health and Welfare, is a companion measure to the Canada Pension Plan.

The plan provides a framework for federal-provincial co-operation in helping those who need help the most. It encourages wide support by welfare organizations and authorities, including the Canadian Welfare Council, for a comprehensive program of public assistance. It will provide an alternate approach to public assistance now available under four federal statutes—the Old Age Assistance Act, the Blind Pensions Act, the Disabled Persons Act, and the Unemployment Assistance Act.

If any province continues to assist the aged, the blind, and the disabled under existing programs, federal support for those programs will continue at the option of the province. If the new plan is accepted by the provinces, there will no longer be an income limitation on the assistance available to people now covered by old age assistance.

Federal sharing under the present program is now limited to half of the $75 a month. Under the Canada Assistance Plan, payments can be based on an assessment of the recipient's needs.

This important change will be of special benefit to older people who have had no opportunity to benefit from the Canada Pension Plan. In cases of need, additional assistance will be available. This applies not only to those aged 65 to 69, but also to the people over 70 who, in many provinces, have not had access to assistance up to now.

Three Extensions

In addition, the proposals provide for three major extensions of the federal sharing of assistance costs. These are: assistance to needy mothers, health care services for assistance recipients, and the costs of sharing in the strengthening and expansion of welfare services for assistance recipients.

It is estimated that the plan will cover close to 200,000 needy mothers and their dependent children who are excluded from the sharing provisions of the Unemployment Assistance Act. The cost of this to the federal Government will be more than $25 million a year.

In accordance with the principle that assistance should be adapted to the needs of the individual, the Canada Assistance Plan will provide that the federal Government will pay half the cost of health care needed by people receiving assistance. To what extent and how health costs are covered will depend on provincial programs, but it is estimated that federal sharing will cost between $15 and $20 million a year.

The assistance proposals do not include federal sharing in the costs of hospital care, as this is already shared under the hospital insurance program. Similarly, the plan provides for discontinuing the federal share in other health costs as such costs come to be covered by future federal-provincial medicare programs.

The third new element in the Assistance Plan is the support it will provide to the provinces for strengthening public assistance administration and for improving and extending social welfare services for public assistance recipients. This will help provincial and municipal welfare departments to recruit additional trained staff and to provide for more effective service to assistance recipients.

In this way, it is intended that assistance should be more effectively linked to other programs, including vocational training, rehabilitation and job placement. The aim is to enable assistance recipients to move on to achieve the greatest possible measure of self-support.

The Canada Pension Plan provides retirement pensions, disability pensions and benefits for widows and orphans. The effect of the Canada Assistance Plan is that assistance will be available in all of these same cases—as a supplement where it is needed, or an alternative for people who have not been covered by the Pension Plan. In this way, social insurance and social assistance measures are being co-ordinated.

This aspect of the plan will be particularly important in the next few years. When the Canada Pension Plan has passed its transition period, its contributory benefits will become the main source of protection, and the role of assistance will steadily decline in importance. This is the proper aim of a well-integrated social security system for Canada.

COMPANY OF YOUNG CANADIANS

Formation of a Company of Young Canadians was proposed in the Speech from the Throne on April 5, 1965, which said in part, ". . . the establishment of a Company of Young Canadians, through which the energies and talents of youth can be enlisted in projects for economic and social development both in Canada and abroad."

An organizing committee has been established by Prime Minister Pearson to recommend how the Company should operate and how young Canadians can most effectively

contribute to its work. The organizing committee is expected to have its report ready by early fall and that the Company will be launched by the end of this year, with projects beginning in 1966.

The aim of the Company is to provide young people in Canada with opportunities for making an immediate and concrete contribution to their community and the world at large. There is a widespread feeling among many Canadians that the youth of the country is more anxious than ever before to play a leading role in national and international life. It is also thought that young people today are concerned that their contribution be as direct and as concrete as possible.

Plan of Activities

The following is a tentative plan of activities for the Company:

—The Company will develop a variety of projects to permit young Canadians of different backgrounds and educational levels to participate.

—The Company will send young Canadians to work overseas as teachers, nurses, technicians, and in several other activities.

—In Canada it will recruit young people to undertake projects in areas of urban and rural renewal.

—It will seek effective ways for working with Indian and Eskimo communities.

—It will investigate the preservation and enrichment of Canada's natural resources and parklands and development of historical areas.

The Company will have a small research secretariat and will study many other areas of interest.

There will be two general aspects to the Company's operation: (1) encouragement to existing organizations to expand their programs or to develop new ones; and (2) initiation of programs to be carried out by the Company itself.

There will be no rigid age restrictions for volunteers.

Volunteers will participate in training programs appropriate to each project.

International Association of Personnel in Employment Security, 52nd Convention

Chief Commissioner of Unemployment Insurance Commission is presented with life membership. James Byrne, Parliamentary Secretary of Minister of Labour, is speaker on opening day

At the 52nd annual convention of the International Association of Personnel in Employment Security, held in Miami Beach, Fla., on June 22-25, Col. Laval Fortier, O.B.E., Chief Commissioner of Canada's Unemployment Insurance Commission, was presented with a life membership in the Association. The presentation was followed by an address by James A. Byrne, Parliamentary Secretary to the Canadian Minister of Labour.

Leslie T. Fraser, a Canadian delegate who was one of two candidates for the office of second vice-president, after a roll call of chapters nominated and moved the election by acclamation of the other candidate. H. A. Haugness, of Idaho. Immediately after the convention adjourned, Mr. Fraser, who is Regional Director, Pacific Region, Unemployment Insurance Commission, was appointed chairman of the Convention Site committee, and Al Forsyth, Assistant Manager, Metro Toronto office, National Employment Service, was appointed chairman of the Essay committee by the new president of the Association, Sumner Forward of Syracuse, N.Y.

The executive board accepted the invitation of the British Columbia chapter to hold its fall meeting in Vancouver. The full board will meet on August 25, 26, and 27; and the Council for Professional Advancement will meet on August 24. The 1966 convention will meet in Pittsburgh.

The keynote address at the convention, which was attended by more than 1,200 persons, was delivered by Stanley H. Ruttenburg, Manpower Administrator of the United States Department of Labor.

James A. Byrne

James A. Byrne, Parliamentary Secretary to the Canadian Minister of Labour, addressed the convention on opening day. His subject was a "blueprint for action" in manpower planning.

Simply to have a skilled labour force was not enough, Mr. Byrne said. It was also necessary to co-ordinate the efforts of a multiplicity of institutions to ensure that the changing needs for the labour force of the country were met.

"I will go so far as to say that the public employment service is the only agency with the resources, data-gathering facilities, knowledge and experience to implement the manpower policies and programs that will be required to meet the needs of our countries," he continued.

Our blueprint for action in manpower planning, the speaker said, must be flexible and must take account of the individual, including the people who do not want to move to where the jobs are to be found, the unskilled, and those whose skill has become, or will become obsolete. The Canadian blueprint for manpower planning had required the separation of the National Employment Service from the Unemployment Insurance Commission, he pointed out.

"We are providing it [the NES] with quality of staff and quantity of staff, and whatever else is needed to make it a key agency in our policies and programs to ensure full employment of our human resources."

Assault on Poverty

Turning to another aspect of manpower planning, Mr. Byrne continued, "In our blueprint, we have begun an assault on the problems of lingering poverty.

"Through our Central Mortgage and Housing Corporation, we recently trebled the amount of money available for loans and grants for urban renewal; we also trebled the ceiling on advances for public housing projects developed jointly with the provinces.

"Our plans call for expansion of our area development program. This program, by offering concessions and other incentives to industry, resulted during the past year in the capital investment of well over half a billion dollars, and provided jobs for 18,000 people . . .

"We have introduced a new Manpower Mobility Program which will provide grants and loans to unemployed workers whose prospects of finding steady full-time employment . . . in line with their qualifications are unfavourable in their own locality; [and] grants to employed workers who are facing imminent layoff . . . of a permanent nature . . . and whose prospects of finding steady, full-time employment within commuting distances are unfavourable.

"We will provide assistance to previously unemployed workers who, on their own initiative, have moved to employment approved by NES in another locality . . . and who require assistance in moving their families and household effects.

"We have established a Manpower Consultative Service which is available in an advisory capacity in the development of manpower adjustment programs. We feel that this service will render invaluable assistance to NES in its efforts to cope with the manpower displacement problems posed by technological change. This is our present, and I should say flexible, blueprint for what is called in some quarters the age of automation.

"Automation . . .," Mr. Byrne went on to say, "is a sinister word in some vocabularies, but not in mine. I am, and have always been, an optimist about mechanization, and contemporaneously about automation. I regard it as a stimulating challenge. Our job is to take care of the inevitable dislocations that it will cause, and our reward is to share in the tremendous increase in production of goods and services that it will make possible."

Stanley H. Ruttenburg

More than 300,000 persons have been approved for training under the United States Manpower Development and Training Act since its inception, said Stanley H. Ruttenburg, Manpower Administrator of the U.S. Department of Labor, in his address to the convention.

More than 175,000 are now in training, he said, more than 130,000 have finished training, and more than 100,000 have been placed in employment. The overwhelming majority of the last mentioned have been placed in jobs directly related to the training they received.

He remarked that the "determination of the kinds and needs of training, the selection and the testing and referral for training, the payment of training allowances, the job development and placement in employment, are duties and responsibilities performed exceedingly well by our federal-state employment security system."

After referring to the new duties and activities of the employment service that have arisen in recent years, he said, "if there is one central theme which I want to leave with you today, it is simply that unless we stay on top of—not with, and certainly not behind—but on top of, and in front of newly developing problems, the swift movement of events will pass us by and leave you holding the laurels for your past accomplishments, but with someone else with the real functions, duties, activities and the responsibilities."

Federal Govt. Proposes Medical Care Plan

Federal Government outlines scheme that at outset will cover physicians' services only, will be universal, be publicly administered, and provide for portability in all provinces

The federal Government's proposals for a medical care plan, outlined by Prime Minister Pearson to the provincial premiers at the federal-provincial conference in Ottawa in July, were based on four main conditions.

According to its proposal, the federal Government would pay half the cost of the plan and the provinces the other half, on the basis of an estimated cost of $28 per capita in 1967. Ottawa would pay $14 of this; and the total cost, reckoned on a population of 20,000,000, would approach $560,000,000.

The four conditions that the federal Government holds to be essential to its participation in the plan, according to Mr. Pearson's statement, are that: at the outset, it shall cover physicians' services only; be universal; be publicly administered; and provide for full portability between one province and another.

The Prime Minister enlarged considerably on the meaning of these conditions.

For Increased Capital Grants

He said that an expansion of health services such as that implied by a medicare program would require an increase in the number of skilled medical persons. Consequently, he said, the federal Government was prepared to establish a Health Resources Fund, that would make increased capital grants for research establishments, teaching hospitals and medical schools.

Mr. Pearson said that physicians' services "seem to us to be the minimum scope of benefits which would qualify as medicare." There would be nothing to prevent the provinces from providing additional benefits, either at the outset or later, "but the federal fiscal contribution would be based on physicians' services only."

The universal coverage that Ottawa would demand, he explained, meant that if a province chose to finance its plan without premiums, the service "must be available to all residents without exclusion because of age, economic circumstances or pre-existing conditions." If a province chooses to charge a premium, universality would mean "that the premiums should be compulsory for the same people as are covered by the province's hospital insurance plan."

Ottawa to Pay $14 a Head

Ottawa would be prepared to pay $14 a head, and the raising of the rest of the cost would be "entirely a matter for provincial decision," Mr. Pearson said.

The Prime Minister distinguished between universality and compulsion. "Our purpose is that everyone should qualify for benefits. This involves compulsion in the sense that if a premium is chosen by a province as part of the method of financing, the premium would be compulsory in the sense that taxes are compulsory."

But he said that "obviously there is no compulsion on people to use the services, nor any compulsion on the individual doctor to join the plan if the demand for his services is such that he can practice successfully outside it."

But Mr. Pearson said that the federal contribution, "the purpose of which is to give security to all Canadians, must be directed to a universal plan." Ottawa would not be willing, he said, to apply federal resources to a partial plan.

Provincial Premiers Support Plan

Most of the provincial premiers expressed their readiness to support the federal plan, though some made reservations about it. The premiers of Nova Scotia and Prince Edward Island were dissatisfied with it, and Premier Manning of Alberta expressed outright opposition. He told a press conference participation in medical care insurance should be voluntary.

Premier Stanfield of Nova Scotia objected that in his province the proportion of elderly and medically indigent persons was well above the national average, although Mr. Pearson had indicated that the federal Government would propose some sort of equalization payment. Through tax rebates, for example, the provinces that could least afford the cost of the plan would receive more money than the richer provinces. Premier Shaw of P.E.I. said, "It's not enough for us, especially when you consider rising costs."

"Women at Work in Canada"

In 1891, one out of eight paid workers in Canada was a woman; in 1961, women made up 28.8 per cent of the labour force. These facts, taken from census statistics, are brought out in a new bulletin, "Women at Work in Canada," published by the Department of Labour, and prepared jointly by the Economics and Research Branch and the Women's Bureau.

At the time of the 1891 census, the 10 leading feminine occupations, all of which were associated with household duties, were: servant, dressmaker, teacher, farmer, seamstress, tailoress, saleswoman, housekeeper, laundress, and milliner.

Seventy years later, in 1961, the 10 leading occupations were: stenographers, typists and clerk-typists; clerical occupations (not elsewhere specified); sales clerks; maids and related service workers (n.e.s.); school teachers; bookkeepers and cashiers; nurses, graduate and in-training; farm labourers; waitresses; and sewers and sewing machine operators.

In 1961, the largest proportion of female workers (28.6 per cent) were employed in clerical occupations, and the second largest group (22.1 per cent) were engaged in personal service occupations.

Professionals made up 15.5 per cent of the working women, those engaged in commercial and financial work 10.2 per cent, and 9.9 per cent were employed in manufacturing and mechanical work. The remaining 13.6 per cent were in miscellaneous occupations.

The above mentioned occupational groups are those in which most women workers are found. "These have been the main occupational fields for women since the turn of the century, although their relative positions have shifted. Since 1901, clerical work has increased steadily in importance, while manufacturing and personal service have declined . . . ."

It is nothing new for women to work in paid employment, but what is new, the report points out, is that nowadays large numbers of married women are employed. Several influences have been at work in bringing about this change, the chief of which are: the transformation of Canadian society from predominantly rural to predominantly urban, the mechanization of farm work that was formerly done by women, and the changes that have taken place in the family circumstances and environment of married women.

World War II "destroyed many myths concerning which occupations were and which were not suitable for women." The decline in the birth rate and in the size of families, which started about 1925, and the period of rapid and sustained growth in the Canadian economy that began after World War II and lasted until 1958, are given as other causes that have led to the rapid increase in the employment of women.

"In recent years, there has also been a shift in employment out of the goods-producing industries and into service-producing industries, the latter employing a much higher proportion of women than the former."

The great increase in the use of labour-saving machines in household work has also left women with more time in which to engage in paid work outside the home.

"The evidence that is available strongly supports the conclusion that most women who work do so mainly and almost exclusively for pecuniary reasons." But although "the wages that women are paid are clearly sufficient to attract increasing numbers into the labour force . . . not only are women's wages, on the whole, lower than those of men, but their actual earnings are also less . . . ."

Information available, the bulletin says, shows that, on the average, men earn about twice as much as women. One of the reasons for this difference is that a greater proportion of women than of men workers are working part-time. The great difference between the earnings of male and female factory workers "is explained to a considerable extent by the high proportion of men—nearly 60 per cent—in the heavier industries where pay is generally higher . . . .

"In the case of salaried employees too, a much higher proportion of men than of women in the manufacturing industry is in the high income group."

A general reason given for the lower earnings of women is that, while men usually spend their whole adult lives in remunerated employment, women often seek employment intermittently as their family and household duties allow. One consequence of this is that women are less likely than men to gain, either by training or experience, the skill that would fit them for the more highly paid jobs.

Chapter VI deals with legislation affecting women workers—industrial safety, health and welfare, wages, hours and working conditions, and other related laws. Chapter VII examines the role of women workers in the area of international labour affairs.

Appended to this "fact book on the female labour force" is a list of further recommended reading on the subject of women at work.

(For details on the source and cost of this booklet, see the inside back cover of the LABOUR GAZETTE.)

U.S. National Conference on Day Care

Eleven hundred attend conference called to consider achieving appropriate day-care services for all children needing them

"Day-care is not a limited concept; it is not just for low-income families and working mothers. It is for the child who needs it, when and where he needs it, and for the length of time he needs it," said Hubert H. Humphrey, Vice-President of the United States, to 1,100 persons attending the National Conference on Day-Care Services. Eight Canadians were among those present.

The Conference, held under the auspices of the National Committee for the Day Care of Children, the Child Welfare League of America and the Children's Bureau of the Department of Health, Education and Welfare, brought together administrators, board members, proprietors and consumers of day-care services; representatives from business and organized labour; and health and social workers and educationists. The purpose of the Conference was to consider all aspects of the subject with a view to achieving appropriate day-care services for all children needing them.

The Vice-President stressed not only the need of day-care services for children of working mothers, 86 per cent of whom are working out of economic necessity, but also the need of day care for physically, mentally, or emotionally handicapped children, and particularly for culturally deprived children from impoverished homes.

The sense of urgency that prompted the calling of the Conference marked its deliberations also. It was realized that "when children have unmet needs, time wasted before filling them can never be made up."

Attention focused on the results of a survey of the child-care arrangements of working mothers, carried out jointly by the Children's Bureau and the Women's Bureau:

—About 1 million children under 14 (8 per cent of the total 12.3 million in this category), including 38,000 under six, whose mothers worked during 1964 were expected to care for themselves;

—46 per cent were cared for in their own homes, by father, relative or other person, 15 per cent of the guardians being under 16 years of age;

—13 per cent were looked after by their mothers while at work;

—2 per cent were in group care such as day centres or after-school centres;

—Mothers of 15 per cent of the children worked only while the children were in school;

—Income of the children's families varied widely—almost equally divided between families with income of $3,000 a year and families having over $10,000 a year.

The Chief of the U.S. Children's Bureau, Mrs. Katherine B. Oettinger, pointed out that a variety of problems such as "family break-up, changing family structures, unwed mothers, physical handicaps, mental retardation, emotional problems and mental illness, job mobility, cultural deprivation" called for a variety of services in day care in order to provide the "social and emotional enrichment" that many children need.

Mrs. Mary D. Keyserling, Director of the U.S. Women's Bureau, stressed the need for expanded services arising from the fact that an additional 5¾ million women had been employed since the peak numbers of wartime, whereas licensed public and voluntary facilities for day care had dwindled to one-sixth of the number in July 1945. She predicted a 17-per-cent increase in the employment of women by 1970.

A number of speakers stressed the importance of "reaching out" to involve reluctant parents as learners, observers and even participants. Others suggested that male volunteers or staff assistants supplement family life for fatherless children of working mothers.

It was concluded that the expansion of day-care services would depend on ingenuity in recruiting, training and use of staff, more training on the job, more intensive short courses, the provision of good supervision and changing traditional qualifications for trainees. One example cited was a California day-care centre that had arranged educational help from older students, mothers and grandmothers who volunteered their time, and from case workers assigned to the centre. High school graduates, too, might be attracted if educational opportunities leading to careers were made available.

One participant proposed use of the term "child development centre" to place the emphasis on the child "and by inference his family" rather than on the institution.

Financing Day-Care Programs—In recognition of the fact that the protection of children of working mothers was an integral part of child welfare services, amendments to the U.S. Social Security Act of 1962 authorized the allocation of federal child welfare funds of up to $5 million in 1963 and up to $10 million in succeeding years for state-licensed day care services for children, including day care in private homes, with payments to be made to State governments on a matching basis.

It was announced at the Conference that further amendments would be introduced in 1965 that would do away with the matching requirement, raise the total of child welfare funds authorized, and require each state child welfare service plan to include day care by 1967.

Though focused on the American scene, this Conference has relevance also for Canada. The growing number of working mothers in the Canadian labour force is awakening widespread concern that more adequate child care services be made available.

Among Canadians attending the Conference were: representatives from the Victoria Day Nursery in Toronto: Miss Barbara Chisholm, Executive Director, Miss Viola G. Gilfillan and Mrs. J. M. Barstow; Miss Gabrielle Bourque, Department of National Health and Welfare; Miss Betty Quiggin, Protestant Children's Home, Toronto; Mrs. Greta Brown, Winnipeg; Mrs. C. Birchard, Executive Director, Ottawa Day Nursery; and Mrs. Ethel McLellan, Director, Women's Bureau, Ontario Department of Labour.

A significant event occurred in connection with the 24th Annual Conference of the Canadian Association of Administrators of Labour Legislation held in Regina, Saskatchewan, August 16-20, 1965.

For the first time, officials from the federal and provincial departments of labour who have special responsibilities in relation to women's employment met together and also participated in general sessions.

The group included Miss Marion Royce, Director of the Women's Bureau in the federal Department of Labour; Mrs. Ethel McLellan, Director of the Women's Bureau in the Ontario Department of Labour; Miss Mary Rocan, Supervisor of the Women's Bureau in the Saskatchewan Department of Labour; and, from the British Columbia Department of Labour, Mrs. Christine Waddell, who has special responsibilities for bringing about wider understanding of the problems of women in the B.C. labour force.

50th Anniversary

The fiftieth anniversary of *Cercles de Fermières* of the Province of Quebec was held in Quebec City, August 21-22. Founded in 1915, *Cercles de Fermières* now embrace some 42,000 members organized in about 700 groups throughout the province and served by the extension services of the Department of Agriculture. Their purpose is to foster moral, intellectual and spiritual development and broad cultural interests among the members.

The Golden Jubilee Celebration included an outstanding display of handicrafts made by members of the *"Cercles,"* and a fashion show featuring Canadian woven fabrics. A pageant comprising 14 tableaux portrayed the history of the *"Cercles"*, dramatizing courses held in sewing, culinary arts and weaving.

An extensive collection of paintings, ceramics, pottery and wood carving was displayed in the Mgr. Lemieux Pavillon of Laval University.

Main conference speaker was M. Philippe Garigue, Dean of the Faculty of Social Sciences, University of Montreal, and a vice-president of the Vanier Institute of the Family, who discussed the role of women in all aspects of life and their potential contribution to the development of the province.

•

The Civil Service Commission of Canada has recently supplemented a competition poster (65-2052) seeking professional librarians, by an advertisement in the local newspapers announcing that "Part-time employment during the day is available" as a permanent arrangement, with the usual fringe benefits accruing on a pro-rata basis.

The current competition, closing date of which is March 31, 1966 or earlier if all positions are filled, invites applications from professionally trained librarians for various departments of the federal Government. Further information is available from the Civil Service Commission of Canada, Ottawa 4.

In Holland, where not many married women work in industry, and where there is a labour shortage, one company is putting two and two together at its plant in Veldhoven, says an article in a recent issue of the *American Machinist.* The Company, Philips Works, has set up a special assembly room for married women only. They can choose their own working hours and days, but must put in at least 25 hours a week.

They are paid according to the hours they work, of course, and they are eligible for the Philips pension program and for fringe benefits. The set-up has been so successful that Philips plans to establish a similar one in another plant.

Special Services Rehabilitation Unit

Some new steps taken in second year of operation of project designed to demonstrate role of a vocational rehabilitation program in the re-establishing of chronic welfare dependants

In the light of its first year's experience, the Special Services Rehabilitation Unit of the Jewish Vocational Service in Toronto, took some distinctive new steps in 1964.

The project was designed to demonstrate the role of a vocational rehabilitation program in re-establishing chronic welfare dependants (L.G., Sept. 1964, p. 789).

Instead of confining or isolating chronic welfare dependants into a separate physical unit, as in the previous year, they were integrated into a group being served in the Vocational Rehabilitation Centre. The group was made up largely of convalescent mental patients and divided into three workshop units, each with its own distinctive goals and work atmosphere.

The first unit, composed of 20 trainees, was characterized by a relatively slow pace of production, benign and supportive supervision, and an atmosphere fairly free of competition and tension.

The second unit, accommodating 20 persons, maintained a more demanding production schedule, more authoritarian supervision, and an expectation of work performance comparable to that of a normal industrial situation.

The third unit, limited to 10, provided intensive care for individuals who appeared to possess a relatively low potential for rehabilitation. They required frequent daily personal attention, and their participation in the other units would have been detrimental to their progress and demoralizing to others moving through the rehabilitation process.

Clients were assigned to and moved from one unit to another depending upon their needs, their progress and the clinical goals established by the professional staff of the centre. Most of them remained in the program for 12 weeks or less. The first three weeks are designed for basic assessment purposes and the remaining 9 weeks for work adjustment training and preparation for employment. In a small number of cases trainees are permitted to remain in the program for up to 12 months, provided there is sufficient progress towards employability. In such cases, there is a complete review and assessment of their status on a quarterly basis.

This reorganized system has proved beneficial and effective in meeting the individual requirements of each client. The availability of units with different work atmospheres and goals enables the staff of the Centre to respond more to the handicapped person than to a label associated with him—e.g. chronic dependant or convalescent mental patient—that tends to blur his individual identity.

It must be emphasized that, while chronic welfare dependants are no longer isolated in a separate workshop, the special rehabilitation effort conceived for them continues, but in a new and more dynamic atmosphere.

There has been a consistent increase in the number of chronic dependants referred for rehabilitation services over the past three years, and also an increase in the community agencies that have made referrals to the program.

During the year, 154 persons were separated from the project, of whom 60 were chronic dependants. These persons have now been out of the workshop for from 3 to 15 months, and a follow-up shows that 60 per cent achieved employment, or are making significant strides towards achieving such a status, 7 per cent became ill after becoming employed, and 8 per cent failed to meet job standards after placement. The remainder either withdrew before completing the program or were judged to be unemployable.

To correct a gap encountered during the first year of the program, arrangements were made with the Rehabilitation Services Branch, (Federal-Provincial Rehabilitation Program) Ontario Department of Public Welfare, to provide intensive casework for chronic dependants referred by those agencies that did not have personnel to provide such services.

The intake policy was modified to make service available to individuals who, though young or new to welfare agency caseloads, displayed characteristics associated with chronic dependency, such as low motivation, resistance to change, fear of responsibility, lack of self-reliance, inadequate preparation for employment, and failure in job adjustment.

Officials of several junior vocational schools have expressed interest in the applicability of this type of program to selected students who are adjusting poorly in school, or who seem headed for maladjustment and dependency after separation from school. Perhaps broader application of rehabilitation concepts, such as those being tried out in this special program, will lead to important break-throughs in the projected "war" on poverty and dependency.

Eighteenth Annual Conference on Aging

Delegates devote considerable attention to subjects dealing with older workers, retirement, preparations for retirement, and retirement counselling during Ann Arbor meeting in July

The older worker, retirement, preparation for retirement and retirement counselling, received considerable attention at the 18th Annual Conference on Aging held at the University of Michigan, Ann Arbor, from July 26 to July 28.

Discussions revealed that the older worker often brings to a job such qualities as punctuality, reliability, low accident rates, stability, good work habits, and ability to learn. It was also agreed that people were frequently unable to find employment after the age of 45, and that this was due, in many cases, to lack of flexibility.

Dr. Alexander H. Hirschfeld, one of the speakers, suggested that perhaps education should be revised to promote flexibility and versatility, especially as a worker today cannot expect to retain the same job for life in the face of technological changes, but must be prepared to change with the times.

Experience shows, he added, that the high school drop-out is both prone to lose his job in periods of technological change, and unable to adjust easily to retirement in later years.

Preparation for retirement, which has been practiced by a few firms in the United States for a number of years, is now occupying an increasingly prominent place in the minds of union and management. It includes preparation and planning for retirement and retirement counselling. In most cases the sessions take place on company time, and are designed to assist an employee in making the financial and mental transition from employment to retired status.

The theme of the Conference was "Aging and Mental Health." The objectives were to:

—explore the basic facts concerning mental health and mental illness in the later years of life;

—examine the means, personal and societal, by which most adults successfully adjust to growing old and becoming aged;

—determine on the basis of existing knowledge what types of programs most effectively meet the mental health needs of older people, and to chart the gaps in knowledge that must be filled;

—seek methods for integrating the special needs of the aging in the developing nationwide programs of action through comprehensive community mental health centres;

—find methods of developing sufficient resources in manpower, services, facilities and finances to ensure the full inclusion of older people in the comprehensive mental health program.

Dr. Jules Henry, Professor of Anthropology, Washington University, St. Louis, Mo., addressed the opening plenary session on "Society, Culture and Mental Health: Institutional Supports and Strains."

Dr. Henry spoke of the vulnerability of the individual to the economic system: man must conform to society or become vulnerable and injured in cases involving his reputation or dependency. Man debases himself to get ahead by doing what is expected of him, rather than what he might like to do. Thus, people hide their true feelings, living a sham. This sham protects people night and day, but in the old, the effect of dependence and the scorn of the young for the old, strips away the sham and can lead to mental illness.

Dr. Donald P. Kent, Director, Office of Aging, U.S. Department of Health, Education and Welfare, was the first of the speakers at the Conference dinner, and outlined the provisions of the Older American Act. The Hon. Joseph J. Kowalski, Speaker of the House of Representatives, State of Michigan, discussed legislative advances helping Michigan's older citizens.

Workshops were held on special services for geriatric patients-trends, programs, and problems, including topics on planning for services, hospital organization, treatment programs, release and discharge programs, social pressures for new patterns of institutional care, and the community setting as a treatment milieu.

A number of concurrent discussion groups were held under the general heading of community responsibility in planning for positive mental health. Topics discussed included the mental health of older people at work, in their living arrangements, with their church, and in learning new roles; the comprehensive community mental health centre programs; attitudes of the public toward aging and mental health; the responsibility of professional workers, and public policy and mental health.

Some 500 to 600 persons attended the conference, including 14 Canadians, one of whom was a representative from the Department of Labour's Division on Older Workers. Other Canadians represented voluntary organizations, church groups or hospitals. United States delegates came from 35 states and Puerto Rico.

Employment and Unemployment, August

Employment increased by 28,000 to 7,279,000 between July and August, whereas in previous years it has seldom shown any appreciable advance during this period.

Unemployment declined by 33,000 to 211,000. As in recent years, the decrease in unemployment during the month was concentrated among teenagers who had entered the job market in large numbers in June and July.

Seasonally adjusted, the August unemployment rate was 4.0 per cent.

Between July and August, the number of persons 14 to 19 years of age in the labour force decreased by 39,000. Unemployed teenagers accounted for the largest part of this decline. For persons 20 years of age and over, the labour force increased by 34,000 during the month. Employment among persons in this age group showed a similar increase.

Employment in August was 308,000 higher than a year earlier and unemployment was 35,000 lower. The labour force, at 7,490,000, was 273,000, or 3.8 per cent higher than in August 1964.

Employment

The July-to-August increase in employment was entirely in agriculture. Non-farm employment maintained a high level during the month.

Total employment in August was 4.4 per cent higher than a year earlier. Year-to-year gains of 3.5 per cent or better have been recorded in each of the past eight months.

Non-farm employment was up 295,000, or 4.7 per cent, from August 1964. Most non-farm industries shared in the improvement. Particularly large gains occurred in construction and service.

Employment was substantially higher than a year ago in all regions with the largest relative increase, 6.2 per cent, occurring in British Columbia.

Unemployment

Unemployment decreased by an estimated 33,000 between July and August. As in recent years, nearly all of this decline was among persons 14 to 19 years of age, and reflected reduced participation by students who were temporarily in the labour force during the summer months. The August unemployment estimate was 35,000 lower than a year earlier.

Of the 211,000 unemployed in August, some 155,000 had been unemployed for three months or less. The remaining 56,000, or 27 per cent of the total, had been seeking work for four months or more.

The unemployment rate in August 1965 represented 2.8 per cent of the labour force, compared with 3.4 per cent in August 1964 and 3.9 per cent in August 1963. Unemployment rates were lower than a year ago in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	August 1965	August 1964	August 1965	August 1964	August 1965	August 1964	August 1965	August 1964
Metropolitan	.....	.....	2	5	10	7	.....	.....
Major Industrial	1	1	7	12	18	13	.....	.....
Major Agricultural	.....	.....	1	1	13	13	.....	.....
Minor	.....	.....	8	10	45	45	5	2
Total	1	1	18	28	86	78	5	2

NOTE: Before Grande Prairie was added in January 1965, 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		St. John's Windsor	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull →QUEBEC-LEVIS Toronto →VANCOUVER-NEW WESTMINSTER-MISSION CITY Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	OSHAWA ←	Brantford Joliette Lac St. Jean New Glasgow Niagara Peninsula Shawinigan Sherbrooke	→CORNWALL Corner Brook Ft. William-Pt. Arthur Guelph →GRANBY-FARNHAM-COWANSVILLE Kingston Kitchener London Moncton Peterborough →ROUYN-VAL D'OR Saint John →SARNIA Sudbury →SYDNEY-SYDNEY MINES Timmins-Kirkland Lake-New Liskeard →TROIS RIVIERES Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford-Lac Megantic-St. Georges	Barrie Brandon Charlottetown →CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Drummondville Gaspe Lindsay Newcastle Okanagan Valley Quebec North Shore Rimouski Sorel	Bathurst →BEAUHARNOIS Belleville-Trenton Bracebridge Brampton Bridgewater →CAMPBELLTON Central Vancouver Island Chilliwack Cranbrook Dauphin →DAWSON CREEK Edmundston Fredericton Galt Goderich Grand Falls Grande Prairie →KAMLOOPS Kentville Lachute-Ste. Therese Medicine Hat Montmagny North Bay Owen Sound Pembroke	→DRUMHELLER Listowel Stratford →SWIFT CURRENT →WEYBURN (Group 3 Concluded) Portage la Paririe Prince George-Quesnel Prince Rupert Sault Ste. Marie →STE. AGATHE-ST. JEROME St. Hyacinthe →ST. JEAN St. Stephen St. Thomas Simcoe Summerside Trail-Nelson →VALLEYFIELD →VICTORIAVILLE Walkerton Woodstock, N.B. Woodstock-Tillsonburg Yarmouth

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used see page 591, January issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	August 21	7,490	− 0.1	+ 3.8
Employed (000)	August 21	7,279	+ 0.4	+ 4.4
Agriculture (000)	August 21	734	+ 4.0	+ 1.8
Non-agriculture (000)	August 21	6,545	0.0	+ 4.7
Paid workers (000)	August 21	6,095	+ 0.3	+ 5.7
At work 35 hours or more (000)	August 21	5,748	+ 7.4	+ 3.2
At work less than 35 hours (000)	August 21	741	+ 1.5	+ 6.5
Employed but not at work (000)	August 21	790	−32.5	+11.7
Unemployed (000)	August 21	211	−13.5	−14.2
Atlantic (000)	August 21	27	−10.0	− 3.6
Quebec (000)	August 21	85	−13.3	−15.0
Ontario (000)	August 21	57	−12.3	−16.2
Prairie (000)	August 21	18	−28.0	−25.0
Pacific (000)	August 21	24	− 7.7	− 7.7
Without work and seeking work (000)	August 21	196	−15.2	−14.8
On temporary layoff up to 30 days (000)	August 21	15	+15.4	− 6.3
Industrial employment (1949=100)	June	140.6	+ 2.8	+ 5.4
Manufacturing employment (1949=100)	June	130.0	+ 2.0	+ 4.7
Immigration	1st 6 months	62,898	—	+22.6
Destined to the labour force	1st 6 months	32,434	—	+24.1
Strikes and Lockouts				
Strikes and lockouts	August	83	−16.2	+22.1
No. of workers involved	August	27,196	−19.3	+138.2
Duration in man days	August	243,550	−25.3	+125.1
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	June	$90.98	+ 0.4	+ 5.0
Average hourly earnings (mfg.)	June	$2.11	0.0	+ 4.5
Average hours worked per week (mfg.)	June	41.2	+ 0.2	0.0
Average weekly wages (mfg.)	June	$86.87	+ 0.3	+ 4.4
Consumer price index (1949=100)	August	139.4	− 0.1	+ 2.4
Index numbers of weekly wages in 1949 dollars (1949=100)	June	149.2	− 0.1	+ 1.9
Total labour income $000,000.	June	2,205	+ 2.7	+10.6
Industrial Production				
Total (average 1949=100)	July	215.9	− 8.1	+ 9.4
Manufacturing	July	192.2	− 9.0	+10.1
Durables	July	205.4	−10.2	+15.7
Non-durables	July	180.8	− 7.9	+ 5.2
New Residential Construction (b)				
Starts	August	15,522	+13.3	+30.3
Completions	August	9,675	+27.9	+14.0
Under construction	August	92,163	+ 6.7	+22.1

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During September, October and November

(except those under negotiation in August)

Company and Location	Union
Air Canada, system-wide	Air Canada Sales Empl. Assn. (Ind.)
Bell Telephone Co. of Canada, Que & Ont.	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone Co. of Canada, Que & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Iron Ore Company of Canada, Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres	Teamsters (Ind.)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During August

(except those concluded in August)

Bargaining

Company and Location	Union
Air Canada, system-wide	Air Line Pilots (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada Ltd., Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Imperial Tobacco & subsidiaries, Que. & Ont.	Tobacco Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont.	UE (Ind.)
Price Bros. & Co., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Officer

Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Commerce & Office Empl. (CNTU)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
E.B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
KVP Company, Espanola, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Empl. Assn. (Ind.) (Unit #1)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

Company and Location	Union
Conciliation Board	
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/-CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/-CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Post Conciliation Bargaining	
(no cases during August)	
Arbitration	
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Work Stoppage	
American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached During August

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Abitibi Power & Paper & subsidiaries, Que., Ont. & Man.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO): 3-yr. agreement covering 3,500 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional wage adjustments for mechanical trades and paper makers; provision for premium of 10¢ an hr. when certain mills go on 7-day operations and 5¢ an hr. additional eff. May 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.), 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to the regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; employer contribution toward hospital and medical-surgical insurance to be $12 a mo. for married empl. (formerly $7 a mo.) and $6.25 a mo. for single empl. (formerly $4.25 a mo.); company pension plan and Canada Pension Plan to be integrated without increased cost to either party or reduction in benefits; sick leave with pay allowed after 1 yr. of employment will accumulate at the rate of 5 days for each yr. of continuous service up to a maximum of 20 days eff. Jan. 1, 1966; rate for labourer will be $2.48 an hr. Aug. 1, 1967; agreement to expire April 30, 1968.

Anaconda American Brass, New Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,250 empl.—settlement pay of $30; wage increases of 11¢ an hr. retroactive to April 21, 1965, 6¢ an hr. eff. Jan. 1, 1966 and 6¢ an hr. eff. Jan. 1, 1967; additional wage increases of 5¢ an hr. in first yr. and 5¢ an hr. in second yr. for skilled trades; evening and night shift premiums increased to 9¢ an hr. and 12¢ an hr. respectively (formerly 7.5¢ and 10¢); 3 wks. vacation after 12 yrs. of service in 1966 (at present after 15 yrs.); new provision for 4 wks. vacation after 25 yrs. of service; weekly sickness and accident indemnity to be $55 payable up to 39 wks. (formerly $45 payable up to 26 wks.); improvements in pension plan; agreement to expire Jan. 21, 1968.

Assn. Patronale des Services Hospitaliers, Quebec, Que.—Service Empl. Federation (CNTU) (male & female empl.): 1-yr. agreements covering 4,750 empl.—minimum wage increase of $5 a wk. for male empl.; wage increase of approximately $15 a wk. for female empl.; wage rates to be $1 a wk. less than those of French-speaking Montreal hospitals; work wk. to be 35 hrs. (formerly 37½ hrs.) for office empl., 37½ hrs. (formerly 40 hrs.) for nursing personnel and to remain at 40 hrs. for other empl.; formula for sick leave—1 day per mo. of service—to be cumulative up to 120 days (formerly up to 48 days) and unused credits up to 60 days (formerly 36 days) to be payable upon retirement or death of empl.; 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.); employers to pay 50% of premiums for group insurance; agreement to expire Dec. 31, 1965.

Atomic Energy of Canada, Chalk River & Deep River, Ont.—Atomic Energy Allied Council (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—wage increases of 5¢ to 10¢ an hr. retroactive to April 1, 1965, 4¢ to 10¢ an hr. eff. Dec. 1, 1965 and 4¢ to 10¢ an hr. eff. Aug. 1, 1966; 4 wks. vacation after 20 yrs. of service (new provision); rate for labourer Aug. 1, 1966 will be $2.03 an hr.; agreement to expire March 31, 1967.

B.F. Goodrich, Kitchener, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—wage increases of 10¢ an hr. retroactive to June 1, 1965, 7¢ an hr. eff. June 1, 1966 and 7¢ an hr. eff. June 1, 1967; 10 paid holidays (formerly 9); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 22 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); new medical plan instituted; rate for sweepers June 1, 1967 will be $2.18 an hr.; agreement to expire May 31, 1968.

Building maintenance & window cleaning contractors, Vancouver, B.C.—Bldg. Service Empl. (AFL-CIO/CLC): 3-yr. agreement covering 870 empl.—wage increases of 5¢ an hr. retroactive to July 1, 1965, 5¢ an hr. eff. July 1, 1966 and 4¢ an hr. eff. July 1, 1967 for janitoresses; wage increases of 8¢ an hr. retroactive to July 1, 1965, 7¢ an hr. eff. July 1, 1966 and 7¢ an hr. eff. July 1, 1967 for janitors; wage increases of 13¢ an hr. retroactive to July 1, 1965, 13¢ an hr. eff. July 1, 1966 and 13¢ an hr. eff. July 1, 1967 for window cleaners; 3 wks. vacation after 10 yrs. of service eff. June 1, 1966 (at present after 11 yrs.); medical plan to be introduced Jan. 1, 1966 and employers to pay 50% of premiums; rates July 1, 1967 will be $1.45 an hr. for elevator operators and $2.23 an hr. for window cleaners; agreement to expire June 30, 1968.

Calgary Power & Farm Electric Services, Alta.—Calgary Power Empl. Assn. (Ind): 1-yr. agreement covering 600 empl.—wage increases of 4% for office empl. and 3½% for field staff; 10 paid holidays (formerly 9); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rates will be $252.50 a mo. for male clerk and $1.82 an hr. for digging-machine operator; agreement to expire Dec. 31, 1965.

CBC company-wide—Moving Picture Machine Operators (AFL-CIO/CLC): 2-yr. agreement covering 1,550 empl.—settlement pay of $150; general wage increase of 3% retroactive to Nov. 1, 1964 for all classifications except production and script assistants; empl. with 1 yr. of service to be given 3 mos. notice of layoff due to technological change and to be granted during this period reasonable opportunity during regular hrs. to seek alternative employment; rate for shop helper becomes $3,420 a yr.; agreement to expire Dec. 31, 1965.

Cdn. Marconi, Montreal, Que.—Marconi Empl. Council (Ind.): 2-yr. agreement covering 1,150 empl.—settlement pay of 4% of gross earnings from May 28 to Aug. 8, 1965; wage increases ranging from 4¢ to 12¢ an hr. eff. Aug. 9, 1965 and 4¢ to 12¢ an hr. eff. May 28, 1966; night shift premium increased to 12¢ an hr. (formerly 10¢); paid sick leave to be cumulative up to 40 days (formerly 30 days); rate for labourer May 28, 1966 will be $1.58 an hr.; agreement to expire May 27, 1967.

Chrysler Canada Limited, Walker Metal Products & Young Spring & Wire Corp. of Canada Ltd., Windsor, Ont.—Auto Wkrs. (AFL-CIO/CLC) (office empl.): 3-yr. agreement covering 700 empl.—settlement pay of $36.59 for Chrysler empl., $28.10 for Walker Metal empl., and $15.36 for Young Spring & Wire empl.; salary increases of $4 bi-weekly eff. Aug. 22, 1965; salary increases of $10.40 a mo. or 2½%, whichever is greater, eff. Sept. 5, 1965, $10.40 a mo. or 2½%, whichever is greater, eff. July 24, 1966 and $12.17 a mo. or 2.8%, whichever is greater, eff. July 9, 1967; salary increases for Young Spring & Wire and Walker Metal Products empl. in first yr. of agreement to achieve uniformity with the Chrysler schedule in 1966; day before Christmas and day before New Year's Day to be ninth and tenth paid holidays; 2 wks. vacation after 1 yr. of service, 12½ days vacation after 4 yrs. of service, 3 wks. vacation after 6 yrs. of service, 17½ days vacation after 11 yrs. of service and 4 wks. vacation after 15 yrs. of service; SUB plan to be instituted for office empl.; contribution toward SUB fund to be 3¢ an hr. of current cost-of-living allowance; group life insurance to be $6,500 (formerly $6,000); weekly sickness and accident benefit increased to $55 payable up to 52 wks. (formerly $50 payable up to 26 wks.); Green Shield Drug Plan adopted; non-contributory pension plan to provide benefits similar to those of production empl.; agreement to expire June 30, 1968.

Dow Brewery, Montreal & Quebec, Que.—Brewery Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 12¢ an hr. eff. Jan. 1, 1966 and 14¢ an hr. eff. Jan. 1, 1967; 10 paid holidays (formerly 9); new provision for bonus of 20% of vacation pay for empl. with 20 yrs. of service or more; rate for labourer Jan. 1, 1967 becomes $2.89 an hr.; agreement to expire Dec. 31, 1967.

E.S. & A. Robinson (Can.), Leaside, Ont.—Printing Pressmen (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increases of 4% retroactive to July 1, 1965 and 4% eff. July 1, 1966; 4 wks. vacation after 25 yrs. of service in 1966 (new provision); rate for labourer July 1, 1966 will be $1.86 an hr.; agreement to expire June 30, 1967.

Employing Printers' Assn. of Montreal, Montreal, Que.—Bookbinders (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 9¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. May 1, 1966, 5¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. eff. May 1, 1967 and 6¢ an hr. eff. Nov. 1, 1967; wage increases of 7¢ an hr. retroactive to May 1, 1965, 4¢ an hr. eff. May 1, 1966, 4¢ an hr. eff. Nov. 1, 1966, 4¢ an hr. eff. May 1, 1967 and 4¢ an hr. eff. Nov. 1, 1967 for bindery girls; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.) and 4 wks. vacation after 25 yrs. of service (new provision); 3 wks. severance pay (formerly 2 wks.); employer contribution toward welfare plan—life insurance, accidental death and dismemberment, supplemental hospital, major medical and surgical, and weekly indemnity plans—increased to $1.95 a wk. (formerly $1.50) per empl.; rate for journeyman binder Nov. 1, 1967 will be $3.21 an hr.; agreement to expire April 30, 1968.

Employing Printers' Assn. of Montreal, Montreal, Que.—Printing Pressmen (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases ranging from 5¢ to 10¢ an hr. for letter-press printing process empl. retroactive to May 1, 1965 and eff. May 1, 1966 and May 1, 1967; wage increases ranging from 7¢ to 20¢ an hr. for offset printers retroactive to May 1, 1965 and eff. May 1, 1966 and May 1, 1967; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.) and

4 wks. vacation after 25 yrs. of service (new provision); 3 wks. severance pay (formerly 2 wks.); employer contribution toward welfare plan—life insurance, accidental death and dismemberment, supplemental hospital, major medical and surgical and weekly indemnity plans—increased to $1.95 a wk. (formerly $1.50) per empl.; rates May 1, 1967 will be $3.20 an hr. for letter-press empl. and $2.59 to $4.29 an hr. for offset empl.; agreement to expire April 30, 1968.

Fisheries Assn. of B.C.—United Fishermen (Ind.) (cannery & cold storage empl.): 2-yr. agreement covering 4,500 empl.—general wage increases of approximately 5% in 1965 and 5% in 1966; 3 wks. vacation after 8 yrs. of service (formerly after 9 yrs.) in 1965 and 4 wks. vacation after 20 yrs. of service (new provision) in 1966; rates under cannery agreement will be $1.93 an hr. for female line-worker and $2.21 an hr. for labourer in 1966; rates in fresh fish and cold storage operations will be $1.82 an hr. for female general fish wkrs. and $2.19 an hr. for male general fish wkrs. in 1966; agreement to expire April 15, 1967.

Fisheries Assn. of B.C.—United Fishermen (Ind.) (tendermen): 2-yr. agreement covering 600 empl.—general wage increases of 4½% in 1965 and 4½% in 1966; rate for cook deckhand on vessel under 15 tons will be $26.43 a day or $396.50 per 15-day mo. in 1966; agreement to expire April 15, 1967.

Fraser Companies, Atholville, Edmundston & Newcastle, N.B.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,170 empl.—wage increase of 15¢ an hr. retroactive to July 1, 1965; additional adjustments of 2¢, 5¢, and 7¢ an hr. for certain classifications in first yr. of agreement; general wage increase of 10¢ an hr., and additional wage adjustment of 5¢ an hr. for certain classifications eff. July 1, 1966; general wage increase of 10¢ an hr. July 1, 1967; general wage increase of 5¢ an hr., and additional wage adjustment of 3¢ an hr. for certain classifications eff. Jan. 1, 1968; evening and night shift premiums increased to 9¢ and 12¢ an hr. respectively (formerly 8¢ and 11¢); provision for 7-day operations (formerly 6 days); 5 wks. vacation after 25 yrs. of service (new provision); company contribution toward health and welfare plans to be increased by $2 a mo. eff. Sept. 1, 1965 and by $1 a mo. eff. Jan. 1, 1968; rate for labourer Jan. 1, 1968 will be $2.45 an hr.; agreement to expire June 30, 1968.

H. J. Heinz Co. of Canada, Leamington, Ont.—Packinghouse Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—settlement pay of $125 prorated from Feb. 1, 1965; wage increases of 10¢ an hr. eff. Aug. 14, 1965, 12¢ an hr. eff. Feb. 1, 1966 and 12¢ an hr. eff. Feb. 1, 1967; differentials between job grades increased at an average cost of 8¢ an hr. over 3 yrs.; 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1966 (at present after 25 yrs.); Remembrance Day to be ninth paid holiday in 1966; Sunday premium increased to double time (formerly time and a half) outside the tomato season; overtime premium during the tomato season to be time and half after 50 hrs. (formerly time and a quarter after 60 hrs.) in 1965, after 45 hrs. eff. Feb. 1, 1966 and after 40 hrs. eff. Feb. 1, 1967; rate for labourer Feb. 1, 1967 will be $2.28 an hr.; agreement to expire Jan. 31, 1968.

Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.—Amalgamated Clothing Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 3,000 empl.—wage increases of 7% (maximum of 11¢ an hr.) retroactive to Dec. 7, 1964 and 3% (maximum of 5¢ an hr.) retroactive to June 28, 1965; 8 paid holidays (formerly 7); agreement to expire Nov. 30, 1967.

Molson's Brewery Quebec Ltd., Montreal, Que.—Molson's Empl. Assn. (Ind.): 3-yr. agreement covering 1,000 empl.—general wage increases of $4 a wk. retroactive to Jan. 1, 1965, $5 a wk. eff. Jan. 1, 1966 and $5.50 a wk. eff. Jan. 1, 1967; additional wage increases of $1 a wk. for skilled trades in each yr. of agreement; additional wage increase of $10 a wk. for city delivery route helpers in 1965; new provision for bonus of 20% of vacation pay for empl. with 20 yrs. of service as of Jan. 1, 1965, 10 yrs. of service as of Jan. 1, 1966 and 3 yrs. of service as of Jan. 1, 1967; rate for labourer Jan. 1, 1967 will be $115.50 a wk.; agreement to expire Dec. 31, 1967.

Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO): 3-yr. agreement covering 1,450 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) eff. May 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. May 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to the regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; sick leave with pay to accumulate at rate of ½-day per calendar mo. to a maximum of 20 days; company-paid life insurance of $1,000 for retiring empl.; rate for labourer Aug. 1, 1967 will be $2.48 an hr.; agreement to expire April 30, 1968.

Ontario Paper, Thorold, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO): 3-yr. agreement covering 1,060 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional adjustments of 12¢ an hr. for mechanics and 10¢ an hr. for operating personnel; evening and night shift premiums to be 10¢ and 13¢ an hr. respectively (formerly 8¢ and 11¢); 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) and 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966; 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; employer to pay full premiums of PSI and Ontario hospital insurance for period May 1, 1965 to April 30, 1968 and 50% of the total premium for sickness and accident plan; rate for labourer Aug. 1, 1967 will be $2.48 an hr.; agreement to expire April 30, 1968.

(Continued on page 875)

TEAMWORK in INDUSTRY

Three new approaches to public relations have been successfully developed by the Regina General Hospital Advisory Committee.

First formed in September 1957, this labour-management committee has initiated three completely separate schemes that have helped the hospital's image at both the institution and public levels.

Several years ago the Advisory Committee, made up of 15 members—nine employees and six management representatives—set up a public relations subcommittee which decided on interdepartmental relations as its first project.

In February 1964, this subcommittee sent out questionnaires to each department in the hospital. The questionnaire contained seven questions and was designed for employee discussion to bring into the open any conflicts between the various services or departments, any suggestions for improvements and any other pertinent information or ideas.

The response was very gratifying as the employees showed an active interest in participating in the development of interdepartmental co-operation.

All employee questions, comments or suggestions were dealt with no matter how minor they seemed. Most received immediate attention from the Advisory Committee, while others had to be referred to interdepartmental negotiations.

Broken down statistically: 20 per cent were minor and immediately resolved; 10 per cent were referred for further negotiations; 20 per cent were impractical; and the remaining 50 per cent received "positive action".

The Advisory Committee is now encouraging suggestions and questions on a continuing basis as they arise.

In another field, the Advisory Committee's New Projects Committee introduced a program of career counselling at both the high school and adult level.

For high school counselling, a speakers' bureau was set up for student talks; an orientation program was initiated for high school teachers to acquaint them with hospital vocational opportunities; hospital tours were planned as well as an increase in student volunteers to work in the hospital to become exposed to hospital life.

This same careers program called for department co-ordination to recruit from professional associations as well as provide guidance for present hospital employees.

The third venture in public relations involved a hobby show which included samples of crafts done by the employees, as well as examples of personal collections. More than 500 persons attended the exhibition and toured the hospital.

The Regina General Hospital employs 610 persons with the employees represented by the Regina Hospital Employees Association, CLC, Local 176.

* * *

Bristol Aero-Industries Ltd. employees at the Winnipeg Division are feeling rather proud of two major awards the company has won so far this year. One of the awards was for top quality production while the other was for leading export sales.

Three times in the past year the company placed in the top 10 "outstanding quality contributor" in the General Electric "Zero Defects" program for small aircraft engines. Now Bristol has finally won the "Quality Vendor of the Month" award.

Immediately after this the Manitoba government presented Bristol with the Export Award Pennant for leading Manitoba companies in developing export sales. The Winnipeg company exports half of its output to 12 different space research and industrial companies in the United States.

The 625 Bristol employees at Winnipeg are represented by International Association of Machinists, CLC, Spitfire Lodge 741.

* * *

Employees in the Pacific Division of Dominion Bridge Co. Ltd. at Burnaby, B.C., don't have to worry about "getting through" to management.

General Manager W. D. Jewett, in a monthly company newsletter, pointed out to the 350 employees how important it is for both management and employees to be able to communicate with each other. He said that where large numbers of persons are involved, communications are a major concern to prevent minor irritants from becoming major problems.

The employees are represented by the Shopmen's Local, International Association of Bridge, Structural and Ornamental Iron Workers, Local 712.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board granted three applications for certification, ordered two representation votes, rejected one application for certification, and denied one request under Section 61(2) of the Act for review of an earlier decision. During the month the Board received nine applications for certification, one application for revocation of certification, and allowed the withdrawal of six applications for certification.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; on behalf of a unit of drivers, yardmen, checkers and watchmen employed by Auto Haulaway Limited working in and out of Moncton, N.B. (L.G., Aug., p. 734).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of E.M.I.—Cossor Electronics Ltd., engaged in the performance of the company's contract with the National Research Council to staff and maintain the satellite radio tracking facility in the vicinity of St. John's, Nfld. (L.G., Aug., p. 734).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of technicians and operators employed at Television Station CHOV-TV at Pembroke, Ont., by the Ottawa Valley Television Company Limited. (L.G., Aug., p. 734).

Representation Votes Ordered

1. Canadian Air Line Dispatchers Association, applicant, Nordair Ltd., Montreal International Airport, Dorval, Que., respondent; and the Nordair Employees' Union (C.N.T.U.), intervener (L.G., Aug., p. 734). The voting unit comprised flight dispatchers, and the names of the applicant and the intervener were on the ballot (Returning Officer: Mr. R. L. Fournier).

2. Local 955, International Union of Operating Engineers, applicant; the Consolidated Mining and Smelting Company of Canada Limited, Pine Point, N.W.T., respondent; and International Union of Mine, Mill and Smelter Workers (Canada), Local 802, intervener (L.G., Aug., p. 734). The voting unit comprised employees in an industrial unit, and the names of the applicant and the intervener were on the ballot (Returning Officer: J. D. Meredith).

Application for Certification Rejected

Western Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada), applicant; and A. Arsenault Diamond Drilling Limited, Whitehorse, Y.T., respondent (L.G., Aug., p. 734). The application was rejected for the reason that it was not properly signed in accordance with the provisions of Section 47 of the Industrial Relations and Disputes Investigation Act. In this case the application had been made and signed by two office employees who were not officers or members of the union, and for whom no evidence was produced that the union's membership had authorized them to make and sign the application.

Request for Review under Section 61(2) Denied

The Board denied a request by the Canadian National Railway Company for a review of the certification issued by the Board on May 18, 1960, to the Canadian National Railway Police Association in respect of a unit of Railway Police employed in the Company's Investigation Department (L.G., May, p. 424). The Reasons for Judgment are published below.

Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Toronto Ottawa Valley Express Limited, Toronto, Ont., reported to be working in and out of its Ottawa Terminal (Investigating Officer: S. Emmerson) (see "Applications for Certification Withdrawn," below).

2. Canadian Union of Public Employees on behalf of a unit of office employees of the Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: S. Emmerson) (see "Applications for Certification Withdrawn," below).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Corkery-Purcell Freight Lines Limited, Ottawa, Ont., (Investigating Officer: S. Emmerson).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local 938, General Truck Drivers, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bolduc Explosives Transport Limited, Nipissing Junction, North Bay, Ont. (Investigating Officer: S. Emmerson).

5. International Longshoremen's Association, Local 1917, on behalf of a unit of harbour service employees employed by Waterman's Service (Scott) Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

6. Mayo District Mine, Mill and Smelter Workers Local Union 924, of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Western Catering Ltd., Vancouver, B.C., employed at Elsa, Y.T. (Investigating Officer: J. D. Meredith).

7. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the Toronto, Hamilton and Buffalo Railway Co., Hamilton, Ont. (Investigating Officer: S. Emmerson).

8. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Transport Inc., Ste-Thérèse de Blainville, Que. (Investigating Officer: R. L. Fournier).

9. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard the S.S. *G.G. Post* by Silloc Limited, Hamilton, Bermuda (J. W. Baughman, Agent, Port Colborne, Ont.) (Investigating Officer: S. Emmerson).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Application for Revocation Received

F. Barkwell, *et al*, applicants; and Liquid Cargo Lines Limited, Clarkson, Ont., respondent; and the General Truck Drivers Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application is for the revocation of certification granted by the Board on June 25, 1964 to Local 938 in respect of a unit of employees of the respondent company (L.G., Aug. 1964, p. 715 and Mar. 1965, p. 250).

Applications for Certification Withdrawn

1. International Longshoremen's Association, Local 1845, applicant; and Eastern Canada Shipping Limited, Montreal, Que., respondent (L.G., June, p. 524).

2. Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant; and Hubert Transport Inc., Ste-Thérèse de Blainville, Que., respondent (L.G., July, p. 638) (new application received, see above).

3. Canadian Maritime Union, applicant; and S.S. Texaco Warrior Ltd., Montreal, Que., respondent (unlicensed personnel) (L.G., July, p. 638).

4. Association of Employees of Verreault Navigation C.F.I.A., applicant; and Verreault Navigation Inc., Les Méchins, Que., respondent; and Seafarers' International Union of Canada, intervener (unlicensed personnel) (L.G., July, p. 638).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant; and Toronto Ottawa Valley Express Limited, Toronto, Ont., respondent (Ottawa Terminal) (application received during month, see above).

6. Canadian Union of Public Employees, applicant, and the Hamilton Harbour Commissioners, Hamilton, Ont., respondent (office employees) (application received during month, see above).

Reasons for Judgment

in application for revocation of certification affecting

Canadian National Railways — Applicant

and

Canadian National Railways Police Association — Respondent

This is an application by the applicant requesting that the Board under the authority of Section 61(2) of the Industrial Relations and Disputes Investigation Act reconsider and revoke an order made by it under date of May 17, 1960 certifying the respondent as bargaining agent for a unit of employees of the applicant, comprised of employees in the applicant's Investigation Department classified as sergeant, patrol sergeant and constable, excluding all employees of the headquarters staff of the Investigation Department at Montreal, all employees in the Special Services Branch at Montreal, and employees in the various districts classified as superintendent, inspector, special agent, special investigator, captain, special guard, watchman, chief clerk, general clerk, ticket examiner, secretary, and stenographer.

The grounds advanced in support of the application are shortly that these persons, members of the applicant's police force, are not employees of the applicant within the meaning of the Industrial Relations and Disputes Investigation Act.

The applicant in its reply to the original application for certification, of which it had received notice from the Board, had advised the Board that it was not contesting the application and did not desire to be heard at the hearing of the application. The applicant does not allege that there have been any changes in the duties or status of the employees covered by the order of certification since the date of the application for certification, or in any terms or conditions of their employment which are material to the consideration of the present application.

At the hearing before the Board on the application for reconsideration of the order for certification the Board, without reaching any decision as to whether in the circumstances it should exercise its discretion to review the order of certification; and without prejudice to such conclusion as it might arrive at in reference thereto, proceeded with a hearing on the substance of the application, and heard evidence and arguments by the parties in reference thereto.

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and Gerard Picard, members.

The Judgment of the Board was delivered by the Chairman.

While no material change in the duties of the employees has taken place, nor have difficulties with respect to the meaning or application of the order of certification occurred since the date of the order such as might ordinarily be regarded as providing grounds for a review of this nature, the Board has nevertheless given consideration to the substance of the grounds put forward by the applicant, and the evidence and arguments advanced in reference thereto, in view of the nature of the issues raised.

The question is whether a member of the Canadian National Railways Police Force is an "employee" in the sense that he is "employed" by the applicant, the Canadian National Railways, within the meaning of the word "employed" as it is used in the definition of "employee" in Section 2(1)(i) of the Industrial Relations and Disputes Investigation Act.

The relevant facts are:

(a) a member of the Police Force in question is engaged by the applicant in the same way and under the same corporate authority as the persons who work in any other department of that company;

(b) immediately after being so employed, and before commencing to count time for purposes of pay, members of the Force are appointed "to act as constables on and along" the applicant's railway and take the oath as constables pursuant to Section 456 of the Railway Act, R.S.C. 1952, Chapter 234, which reads as follows:

456. (1) A superior or county court judge, two justices of the peace, or a stipendiary or police magistrate, in any part of Canada, a clerk of the peace, clerk of the Crown or judge of the sessions of the peace in the Province of Quebec, within the jurisdiction the railway runs, may, on the application of the company or any clerk or agent of the company, appoint any persons who are British subjects to act as constables on and along such railway.

(2) Every person so appointed shall take an oath or make a solemn declaration, which may be administered by any judge or other official authorized to make the appointment or to administer oaths, in the form or to the effect following, that is to say:

I, A.B., having been appointed a constable to act upon and along (here name the railway), under the provisions of the Railway Act, do swear that I am a British subject; that I will well and truly serve our Sovereign Lady the Queen in the said office of constable, without favour or affection, malice or ill-will; that I will, to the best of my power, cause the peace to be kept, and prevent all offences against the peace; and that, while I continue to hold the said office, I will, to the best of my skill and knowledge, discharge the duties thereof faithfully according to the law. So help me God.

(3) Such appointment shall be made in writing signed by the official making the appointment, and the fact that the person appointed thereby has taken such oath or declaration shall be endorsed on such written appointment by the person administering such oath or declaration. R.S., c. 170, s. 449.

The argument put before the Board on behalf of the applicant is, in effect, that, while a member of the applicant's Police Force might otherwise fall clearly within the ordinary meaning of "employee" in the sense of a person who has been "employed" under a contract of service, once he becomes a "constable", he automatically ceases to be an employee because a constable is not an employee. In support of this argument, a number of judicial decisions have been cited.

We are of opinion that that argument is not sound and must be rejected. We have reviewed the decisions upon which it is based and, in the opinion of the Board, while they establish that an appointment as a peace officer or constable does not create the appointee an employee or servant of the appointing authority, they do not establish that such an appointment is inconsistent with, or brings to an end a status of employee or servant that had been created independently of the appointment.

An appointment as a constable or peace officer, just as an appointment to a judicial office, confers certain powers and imposes certain duties upon the appointee, in the exercise and discharge of which he acts in accordance with the law. He is legally bound to discharge his duties as a constable or peace officer, and no person may give him any instruction to the contrary.

For the maintenance of law and order in the country generally, the law provides for a number of police forces consisting of constables who are, under the law, entitled to certain pay and other emoluments for their services as such constables. Constables belonging to such forces—e.g., the various municipal forces, the two provincial forces and the RCMP—have no engagement or appointment except as constables in their respective forces, and therefore are not employees or servants in the ordinary sense in which those words are used.

There is, however, authority in the law for the appointment of persons who do not belong to such a police force as constables. There are situations in which it is recognized that persons who are not members of one of the police forces established by the law should nevertheless have the powers, and be subject to the duties attached to the office of a constable. Such a person might be a factory night watchman, or he might be a company agent in a lonely post. Appointment of such a person as a constable pursuant to appropriate legal authority would not be inconsistent with, or terminate his contract of employment with his civilian employer, although, in certain respects, his duties as a constable would limit the control exercisable over him by such employer.

It is noteworthy that the Railway Act does not require or authorize the creation of railway police forces. Section 456 provides for the appointment of persons nominated by a railway company as constables. Ordinarily, such persons would be employees of the company but not necessarily persons employed to work full time in connection with the enforecement of the law. In some cases, they might conceivably be station agents or other employees in isolated places who are competent to enforce the law in the absence of full time constables. An appointment of such a person as a constable under Section 456 obviously would not terminate his contract of employment and the effect of such an appointment can be no different where the appointee was employed by the company to spend full time on what are normally regarded as police duties. Notwithstanding the appointment of such a person as a constable, he continues to be a person employed by the company to perform services that are essential to the efficient operation of the railway. He is appointed a constable because such an appointment confers on him powers that are of importance to the more efficient performance of those duties.

In the view of the Board, a member of the applicant's Police Force is an employee of the applicant, and is paid a salary for performing services for the applicant that are determined by, or under his contract of employment. He is subject to direction by his employer as is any other employee except that, where the circumstances are such that he has a duty as a constable to take certain action, his employer has no right to give him any direction inconsistent with such duty.

For the above reasons, the Board is of the opinion that the fact that a member of the Canadian National Police Force has been appointed as a constable under the Railway Act does not establish that he is not an "employee" within the meaning of that word as used in the Industrial Relations and Disputes Investigation Act.

We now turn to the consideration of the further argument of the applicant, that the members of its Police Force in the certified bargaining unit are not employees in any event within the definition of "employee" in paragraph (i) of Subsection 1 of Section 2 of the Industrial Relations and Disputes Investigation Act, in view of the nature of the work upon which they are employed. This paragraph reads as follows:—

(1) 'employee' means a person employed to do skilled or unskilled manual, clerical or technical work, but does not include

(i) a manager or superintendent, or any other person who, in the opinion of the Board, exercises management functions, or is employed in a confidential capacity in matters relating to labour relations, or

(ii) a member of the medical, dental, architectural, engineering or legal profession qualified to practise under the laws of a province and employed in that capacity;

In determining the scope of this definition of the term "employee" as "a person employed to do skilled or unskilled manual, clerical or technical work," the Board has given consideration and effect to the meaning of the word "technical" as given in The Oxford English Dictionary, namely:

1. of a person: skilled in or practically conversant with some particular art or subject;

2. of a thing: skilfully done or made;

3. belonging or relating to an art or arts; appropriate or peculiar to or characteristic of, a particular art, science, profession, or occupation.

It should be noted that the categories of employees who are specifically excepted from the general categories of persons employed to do skilled or unskilled manual, clerical or technical work who are employees under this definition, comprise members of the medical, dental, architectural, engineering and legal professions employed in that capacity, as well as managers and superintendents and other persons who in the opinion of the Board exercise management functions, and persons employed in a confidential capacity in matters relating to labour relations. These exceptions cover a wide range of occupations and skilled employment involving the exercise of judgment and discretion and capacity in the performance of work which is at least as exacting as that required of the employees of the applicant in this bargaining unit by their employer.

The applicant did not contend, nor did the evidence given serve to establish that the duties of the employees in the certified bargaining unit warranted their exclusion from the application of the Act as persons employed in a confidential capacity in matters relating to labour relations, or as exercising management functions.

The Board rejects the request of the applicant for revocation of the aforesaid order of certification accordingly.

The judicial decisions considered in reaching the above conclusions are:

Coomber v. Justices of Berks, (1883) A.C. 61;

McCleave v. City of Moncton, (1902) 32 S.C.R. 106;

Lambert v. Great Eastern Ry. Co., (1909) 2 K.B. 776;

Gelfand v. Canadian Pacific Railway Company, (1925) 2 WWR 765;

Vignitch v. Bond and Canadian Pacific Railway Company, (1928) 1 W.W.R. 449;

Fisher v. Oldham Corporation, (1930) 2 K.B. 364;

Bruton v. Regina City Policemen's Association, Local No. 155, (1945) 3 D.L.R. 437;

The King v. Labour Relations Board (N.S.), (1951) 4 D.L.R. 227;

Saanich Municipal Employees' Association, Local No. 374 v. Board of Commissioners of Police of the District of Saanich, (1953) 2 D.L.R. 187;

Attorney-General for New South Wales v. Perpetual Trustee Co. (Ltd.) (1955) A.C. 457;

The Queen v. The Labour Relations Board, ex. parte The City of Fredericton, (1955) 38 M.P.R. 26;

Regina v. Ontario Labour Relations Board, ex parte Canadian Union of Public Employees, Local 543, (1964) 2 C.R. 260.

The Board suggests for the consideration of the parties that in view of the special nature of the responsibilities of members of the Canadian National Railways Police Force, the parties should explore the practicability of adopting a procedure for the final settlement of collective bargaining issues between them by arbitration or otherwise, so as to provide assurance that the services of the members of the Force will be available at all times for the preservation of law and order on the railway premises.

(*Sgd.*) *A. H. Brown,*
Chairman, for the Board.

Dated at Ottawa, July 30, 1965.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Bicknell Freighters Ltd., Calgary, Alta.; and Locals 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officers: J. D. Meredith).

2. Canadian Lake Carriers Negotiating Committee and Canadian Merchant Service Guild, Inc. (Conciliation Officer: C. E. Poirier).

3. Atomic Energy of Canada Limited, Chalk River, Ont.; and Chalk River Technicians & Technologists, Local No. 1568 (CLC) (Conciliation Officer: T. B. McRae).

4. Veilleux Transport Inc., East Angus, Que.; and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier).

5. Fleet Express Lines Ltd. (Vancouver Terminal) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

6. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont.; and the Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

7. National Harbours Board, Port of Montreal; and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier).

8. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que.; and Lodge 767 of the International Association of Machinists (Conciliation Officer: C. E. Poirier).

Conciliation Boards Appointed

1. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man.; and Flin Flon Base Metal Workers' Federal Union No. 172 and seven international craft unions (L.G., June, p. 525).

2. Atomic Energy of Canada Limited, Chalk River, Ont.; and Local 742 of the International Brotherhood of Electrical Workers (L.G., June, p. 525).

3. Eldorado Mining and Refining Limited, Eldorado, Sask.; and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (L.G., May, p. 425).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in July to deal with a dispute between Hudson Bay Mining and Smelting Co., Limited, Flin Flon; and Flin Flon Base Metal Workers' Federal Union No. 172 and seven international craft unions (see above) was fully constituted in July with the appointment of the Hon. Mr. Justice C. Rhodes Smith of Winnipeg as Chairman. Mr. Justice Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C. of Winnipeg and Harry Waisglass of Toronto, who were previously appointed on the nomination of the company and the unions, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between Eldorado Mining and Refining Limited, Eldorado, Sask.; and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of

Mine, Mill and Smelter Workers (Canada) (see above) was fully constituted in July with the appointment of A. S. Dewar, Q.C. of Winnipeg as Chairman. Mr. Dewar was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Alex Harris of Willowdale, Ont.; and Leo Nimsick, M.L.A. of Kimberly, B.C., who were previously appointed on the nomination of the company and the union, respectively.

3. The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont.; and Local 742 of the International Brotherhood of Electrical Workers (see above) was fully constituted in July with the appointment of J. A. Hanrahan of Windsor, Ont. as Chairman. Mr. Hanrahan was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, who were previously appointed on the nomination of the company and the union, respectively.

4. The Board of Conciliation and Investigation established in June to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont.; and The Atomic Energy Allied Council (L.G., Aug., p. 736) was fully constituted in July with the appointment of J. A. Hanrahan of Windsor, Ont. as Chairman. Mr. Hanrahan was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, who were previously appointed on the nomination of the company and the unions, respectively.

5. The Board of Conciliation and Investigation established in June to deal with a dispute between Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont.; and United Steelworkers of America (L.G., Aug., p. 735) was fully constituted in July with the appointment of Trevor R. Smith of Willowdale, Ont. as Chairman. Mr. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith of Toronto and Peter Podger of Streetsville, Ont., who were previously appointed on the nomination of the company and the union, respectively.

Board Reports Received

1. TransAir Limited, Winnipeg International Airport; and Canadian Air Line Flight Attendants Association (L.G., Aug., p. 736). The text of the report is reproduced below.

2. Liquid Cargo Lines Limited, Clarkson, Ont.; and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., July, p. 640). The text of the report is reproduced below.

Settlement following Board Procedure

TransAir Limited, Winnipeg International Airport; and Canadian Air Line Flight Attendants Association (see above).

Settlement before Board Fully Constituted

British Yukon Navigation Company and British Yukon Railway Company (White Pass and Yukon Route) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 735).

Report of Board in Dispute between

TransAir Limited, Winnipeg International Airport
and
Canadian Air Line Flight Attendants' Association

The company was represented before the Board by D. C. McGavin, Q.C., F. C. McKay, and S. A. Caldwell; and the union by R. Smeal and Dianne Serdinski.

The Board members met with the parties June 24 and 25, 1965, and alone on June 30, 1965 for the purpose of considering its report and recommendations.

On June 24, written briefs were received from both the company and the union. Following this the Board held separate meetings with the representatives of the parties in an attempt to conciliate the differences that appeared to exist between them. These efforts were unsuccessful, and accordingly, pursuant to the requirements of The Industrial Rela-

---

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association.

The Board was under the chairmanship of A. S. Dewar, Q.C., of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C., and J. A. Coulter, both of Winnipeg, nominees of the company and union, respectively.

The text of the report is reproduced here.

tion and Disputes Investigation Act, it is necessary that the Board make recommendations as to a fair and equitable basis for a settlement of the dispute.

Matters in Dispute

The matters in dispute arise out of the following demands made by the union:

1. A wage increase of $15 per month in the minimum monthly salary and 20 cents per hour in the hourly excess flying rate.

2. Commencement of the excess hourly flying rate pay after 70 hours flying time each month, instead of 75 hours.

3. A duty rig formula that would give employees in the bargaining unit minimum flight time credits for all time spent on duty other than flying duty, as follows:

A flight attendant who is on duty in any one duty period shall be credited in accordance with the following table:

Duty Time	*Minimum Flight Time Credit*
Up to 4:00 hrs.	Actual time
From 4:01 up to 8:00 hrs.	3:00 hrs.
From 8:01 up to 12:00 hrs.	4:00 hrs.
Over 12:00 hrs.	5:00 hrs.

The above demands were related to a one year contract effective from January 1, 1965 to December 31, 1965, replacing the contract that expired December 31, 1964.

The Company's Position

The company's position on demands made by the union can be summarized as follows:

1. A two-year contract running from January 1, 1965 to December 31, 1966, with any wage increase effective from the first day of the month in which an agreement is signed.

2. New wage rates as follows:

	First Year		*Second Year*	
Rates of Pay	*Monthly Salary*	*Excess Flying Hourly Rate*	*Monthly Salary*	*Excess Flying Hourly Rate*
First 6 months	$250.00	$2.95	$260.00	$3.05
Second 6 months	265.00	3.10	275.00	3.25
Third 6 months	280.00	3.30	290.00	3.40
Fourth 6 months	310.00	3.65	320.00	3.75
Third Year	325.00	3.80	335.00	3.95
Fourth Year	340.00	4.00	350.00	4.10
Fifth Year	360.00	4.25	370.00	4.35

A comparison of the above with the wage schedule in effect in the agreement terminating December 31, 1964 indicates the increase the company was prepared to accept:

	Rates of Pay	
	Monthly Salary	*Excess Flying Hourly Rate*
First 6 months	$235.00	$2.80
Second 6 months	260.00	3.05
Third 6 months	285.00	3.35
Fourth 6 months	300.00	3.50
Third Year	315.00	3.70
Fourth Year	330.00	3.95
Fifth Year	350.00	4.10

3. Retention of the present arrangement under which excess flying hourly pay is paid for all hours flown in excess of 75 hours in any month.

4. No duty rig.

The excess flying hourly rate at the present is paid to all employees in the bargaining unit whose flying time in any month exceeds 75 hours. An employee can be required to fly up to 75 hours in any month for her minimum basic salary. For each hour flown between 75 and 90 hours an employee receives what is referred to as the excess flying hourly rate in addition to her minimum basic salary. An employee cannot exceed 90 hours flying time under normal circumstances. The only exception of which the Board was advised was if it becomes necessary for an employee to exceed 90 hours in order to return to her home base.

The excess flying hourly rate is computed as approximately 1/85th of the minimum basic monthly salary rather than a *pro rata* computation of 1/75th.

During the proceedings the excess flying hourly rate was described by the union as being in the nature of an incentive to employees to exceed the minimum flying hours each month, and the union's contention was that by reducing these minimum hours from 75 to 70 the incentive would be increased and result in greater productivity. The Board has difficulty accepting this concept of excess flying hourly pay or that the suggested revision would result in increasing the incentive. Under the arrangement an employee actually receives less pay for each hour flown in excess of 75 than she receives for each of the first 75 hours per month. If the purpose of this feature of the wage structure is an incentive, it appears to the Board that a substantial reduction in the minimum flying hours from 75 to say, 50, with a corresponding reduction in the minimum basic monthly salary and payment for all hours flown in excess of 50 at a *pro rata* or greater than *pro rata* hourly rate would be more appropriate and likely to achieve greater productivity.

The information provided the Board shows that there are actually two divisions in the company's operations in which members of the bargaining unit are employed. One of these is the Main Line Division including the usual scheduled flight operations, and the other is the Dew Line Division comprising the company's operations on the Dew Line. It appears that stewardesses employed on the Main Line Division seldom exceed 75 hours flying time per month. In the months of January, February, March and April of this year the average number of hours flown monthly by stewardesses ranges from 53.22 hours to 65.55 hours. It was not until May when, as a result of separations and illnesses, the number of employees was substantially reduced that the average monthly flying hours reached 73.05. The Board was told that the summer months of July, August and September are most likely to produce opportunity for exceeding the monthly minimum. By comparison, on the Dew Line Division for the months of January, February, March and April, the range of average monthly flying hours per employee was from 74.14 to 76.18. The number of stewardesses normally employed in the Main Line Division approximates 14 and on the Dew Line Division, four or five.

During the Board's efforts of conciliation it appeared that the company was prepared to offer a $10 across the board increase for each classification in each year on a two year contract retroactive to May 1, 1965; retroactive wage payments to be made to employees still employed at the date on which a new agreement is signed. Excess flying hourly pay would continue to be computed as at present as 1/85th of the minimum basic monthly salary taken to the nearest 5 cents. It appeared that the union was prepared to accept such a wage increase provided it was made retroactive to some date beyond May 1, 1965, and also provided that the minimum monthly flying hours were reduced from 75 to 70.

Difference Between the Parties

In effect, therefore, the real difference between the parties was reduced to whether or not there should be a reduction of 5 hours in the minimum monthly flying hours. The question of the duty rig was no longer an issue at this point, the Board having taken the position with the parties that it did not consider this demand merited consideration at this time.

Payment to employees of a basic monthly minimum salary for a specified number of hours of flying duty each month is a peculiarity of the air line industry. The specified number of hours appears to vary considerably between different employing companies as well as between different classifications of employees within these companies. For example, in the case of the stewardesses involved in this dispute, the monthly minimum is 75 hours whereas for pilots in the same company the Board was informed the monthly minimum is 85 hours. The Board does not consider itself equipped or sufficiently knowledgeable to be able to fully appreciate the full impact of a reduction as requested by the union. As already mentioned, the incentive feature appears quite questionable. In addition, if a reduction were to be made, under present circumstances in the company's operation the Dew Line Division employees would receive the greater benefit and very little benefit would accrue to the Main Line Division employees. In the Board's view this is the type of arrangement peculiar to an industry that is best altered or amended by agreement between the parties who can more properly assess the impact of change than can any outside individual or group of individuals. For these reasons, therefore, the Board is not prepared to make a recommendation that the hours be reduced in accordance with the union's demand. It does, however, consider that in the light of all of the information and wage comparisons placed before it some recognition should be given to this demand by increasing the compensation of all employees, rather than by an arrangement that would undoubtedly only benefit some.

Recommendations

Accordingly, the Board recommends as a fair and equitable adjustment of this dispute:

1. A two-year contract covering the period January 1, 1965 to December 31, 1966.

2. A wage increase of $10 per month for each classification in the bargaining unit effective March 1, 1965.

3. A further increase of $15 per month for each classification in the bargaining unit effective January 1, 1966.

4. Retroactive pay arising out of the 1965 increase recommended above to be paid to stewardesses who were in the employ of the Company on March 1, 1965 and continue to be so employed on the date on which the new agreement is signed.

5. Excess flying hourly rate to be computed as at present by dividing the minimum basic monthly salary by 85 and taking the result to the nearest 5 cents.

Dated at the City of Winnipeg this 6th day of July 1965.

(*Sgd.*) *A. S. Dewar,*
Chairman.

(*Sgd.*) *Henry B. Monk,*
Member.

(*Sgd.*) *J. A. Coulter,*
Member.

Report of Board in Dispute between

Liquid Cargo Lines Limited, Clarkson, Ont.

and

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

The Board of Conciliation appointed in the above matter consisting of David Buyers, company nominee; Murray Tate, union nominee; and T. C. O'Connor, Chairman, met the parties in Toronto on June 18, 1965.

The company was represented by: M. Donnelly and F. W. Murray.

The union was represented by: G. Newman, C. Thibeault and H. Shelkie.

The members of the Board of Conciliation were advised that through the efforts of conciliation officer, S. Emerson, a memorandum of agreement had been signed by the parties on March 3, 1965. We were also advised that this memorandum had been rejected by the employees.

The union informed the Board that they were seeking improvements in union security, direct wages, loading and unloading, pay, and seniority; and filed copies of collective agreements with the Board which set out union security and rates of pay in other sections of the trucking industry.

At the opening of the hearing, the company advised the Board that their position was unalterable; or in other words, they were not prepared to negotiate on the items in dispute. The company also stated that they had requested the conciliation officer not to recommend a Board of Conciliation, as it would serve no useful purpose in this dispute.

There are other matters involved which further complicate negotiations between the company and the union. The Board was advised that the union was certified as the collective bargaining agent in June 1964, and that an application for decertification was heard by the Labour Board in March 1965.

At about the same time as the memorandum agreement was signed by the parties, the application for decertification was rejected by the Labour Board as untimely.

Following the formal hearing, the members of the Board met with company and union separately in an attempt to promote bargaining on the items in dispute. We were again advised by the company that they would not consider any proposals advanced by the union or the Board of Conciliation. When the company's position was confirmed to the union, they took the realistic position that the report should be released as quickly as possible to permit the matters in dispute to be taken up directly by the parties.

The Board of Conciliation is not in a position to make direct recommendations on items in dispute between the parties, but would recommend that the parties enter into direct negotiations with the release of this report, and at that time, the conciliation services of the Department of Labour be made available to the parties.

All of which is respectfully submitted this 6th day of July 1965.

(*Sgd.*) *T. C. O'Connor,*
Chairman.

(*Sgd.*) *D. Buyers,*
Member.

(*Sgd.*) *M. Tate,*
Member.

ADDENDUM

I have signed the Report, but wish to emphasize several matters which came before the Board.

The memorandum of agreement signed at the conciliation officer stage was tentative and subject to approval by the union membership. The membership subsequently, unanimously rejected the agreement on the basis of three points: (a) recognition and union security, (b) seniority and work preference, (c) hourly rates for all hours worked. The membership felt that the contract should cover these matters.

The conciliation officer arranged another meeting for further discussion, but no progress was made and a conciliation board was requested by the union.

The company was opposed to a conciliation board and this was evident from the very start of the Board's meeting. The union

---

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of T.C. O'Connor of Toronto. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Buyers and Murray Tate, both of Toronto, nominees of the company and union, respectively.

The report is signed by all three members of the Board but Mr. Tate submitted an addendum. The texts of the report and addendum are reproduced here.

placed arguments before the Board on all points at issue. The requested security clause is now in effect with 87 companies in collective agreement with the union. This clause, the union stated, was a vital issue. The point was made that when all employees are union members it eliminates possibility of discrimination because of membership or non-membership. The union felt that better wages and conditions negotiated by the union should be paid for by all workers enjoying such bargained-for benefits. The dues check-off by the company was also requested.

Regarding seniority and work-preference the union argued that by right of seniority an individual should have the preference to work, provided he can qualify to do the work. Evidence was presented that a number of companies who are under contract and who have tank divisions give senior employees (1) work preference for longest trips, (2) preference for the first five days of the week, (3) preference when there is a work-shortage; provided they take a three-day layoff they can transfer to another department if they qualify.

Concerning hourly rate, the point was made that numerous companies with tanker truck operations are under union contracts in which the following pay schedule prevails: (1) mileage rate for highway operations; (2) straight hourly rate for loading and unloading.

Evidence was given that on occasion drivers were held up because the customer was not ready. It was argued that it was unfair for the driver to be penalized for this situation.

With regards to money, the union felt that an important factor in requesting 20 cents per hour increase was the excessive protraction of negotiations since the union was certified as bargaining agent on July 14, 1964. The union suggested that procrastination and legal entanglements dogged its steps throughout this period. The union testified that in the last six months, contracts have been negotiated at substantially higher rates than those being paid by the company at present.

A particularly disturbing factor to the writer was the company's absolute refusal to bargain at the Board. The union stated categorically that its position on all issues was flexible and it was prepared to bargain.

At the request of the chairman, the writer discussed the matter with the company representatives and urged them to bargain. I stated that I would do my part to help effect a fair settlement. The answer was a polite but firm No!

The union bargaining committee was obliged to respect the wishes of the membership. To do otherwise would have been a negation of basic democratic principles. The writer believes that the union's proposals were fair, they were supported by sound reasoning, they were negotiable.

They should have received the serious consideration of the Company.

(*Sgd.*) *M. Tate,*
Member.

Canadian Railway Office of Arbitration Releases First Decisions, Nos. 1 to 10

Ten disputes were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on July 5, 6 and 7. The cases were the first heard by the one-man tribunal, Magistrate J. A. Hanrahan, who replaces the Canadian Railway Board of Adjustment No. 1 (L.G., July, p. 597).

The disputes involved the discharge of a conductor for violation of the rule prohibiting the use of intoxicants; claims for payment for deadheading; claim for "run-around" by the assignment to "auxiliary service" of the crew of another subdivision; a claim on the basis of turn-around service by crews switching on a spur line; a claim for miles lost when a conductor was not called; a claim that a way freight assigned to run on a continuous trip was an improper assignment; a claim for payment for two separate trips after backing into a yard because of locomotive failure; dispute concerning the use of payments in respect of handling trains of a suburban passenger service to make up the monthly guarantee; dispute over the inclusion by the company for work train service en route in making up a minimum day; and payment of trainmen deadheaded to an intermediate point to handle work train service.

Eight of the claims were disallowed. In the two other cases, the arbitrator allowed the claim of the first conductor and crew on the pool board, but disallowed the claims of the following two conductors and crews. In the other case, the arbitrator found that the conductor was entitled to the difference between the amount he was paid and the amount he would have received had he been called.

All the summaries that follow are based on the award of the arbitrator.

Case No. 1—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen over the discharge of a conductor for violation of the rule prohibiting the use of intoxicants.*

When a trainmaster found a conductor of a work train seated at a table in the Canadian Legion Canteen, on which there were bottles and glasses, he withheld the conductor from service. After investigation, the conductor was dismissed for violation of the rule prohibiting the use or possession of intoxicants on the job. The union requested his reinstatement, with compensation for loss of earnings, and the company refused the request.

In his award, the arbitrator examined in detail the evidence produced at the company's investigation of the case. The union in its presentation, the arbitrator said, contended that the official investigation of the case had been improperly conducted in that bias was shown by the officer conducting the investigation. It was further contended that the evidence produced did not corroborate the railway's charges against the conductor.

The arbitrator found that the established procedure for review of proceedings at such a hearing had been followed. The procedure "provides ample protection to any individual concerned against an improperly conducted hearing," he wrote in his decision. Therefore he could not rule that the decision should be set aside.

The arbitrator said in his award that he had no hesitation in accepting the trainmaster's version of what had occurred. He also said that the three witnesses produced by the company were "impressive witnesses."

Since he agreed with the disciplinary action taken against the conductor for breach of the anti-intoxicant rule, (Rule G) the arbitrator said, it was not necessary to consider a second charge under an operating rule.

The arbitrator found that there was just cause for the disciplinary action taken, and he disallowed the conductor's claim.

Case No. 2—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen about claims for payment for deadheading submitted by various conductors and crews who on various occasions were called to report for duty at one place and released at another.*

On various dates in 1964, conductors and crews were required to report for duty at Symington Yard and released from duty at Winnipeg Station, or vice versa. They submitted claims based on two articles in the collective agreements governing conductors and brakemen.

These articles stated "Conductors in unassigned service held at other than their home terminal longer than 16 hours, without being called for duty, will be paid one-eighth of the daily rate per hour . . . for the first eight hours in each subsequent 24 hours thereafter . . ." and

"For the purpose of applying this rule, the Company will designate a home terminal for each crew in pool freight and unassigned service."

Before April 20, 1961, the union said, deadheading between Transcona and Winnipeg had been paid for by the company. In February 1963 the company had eliminated Transcona, and Fort Rouge, from the list of terminals, leaving Winnipeg as the only terminal in that city. But Winnipeg, the union contended, had never been a terminal for freight crews; and it accused the company of failing to comply with the rule quoted above by failing to add Symington to the list of terminals.

The company stated that with the abolition of Fort Rouge and Transcona as terminals, Winnipeg became the only terminal in Greater Winnipeg under the collective agreement. Fort Rouge and Transcona became additional yards in that terminal, and crews were no longer run out of the two yards.

"As a result of this change, the pay allowances paid those deadheading from the Transcona Yards became obsolete," the company said. But as a result of representations by the union, the company arranged to provide free transportation from Symington Yard to Winnipeg's Union Station when employees were required for duty there. The conductors and crews then began to claim payment for "deadheading" from the Symington Yard to Winnipeg.

The company contended that Symington was part of the Winnipeg terminal, and that the "terminal timerule" provided for payment only for crews who were switching or who were delayed at terminals while on duty. The rule, the company said, did not apply to crews travelling between points within a terminal when not on duty.

"A study of the Deadhead Rule convinces the Arbitrator its provisions clearly eliminate any necessity for payment to 'deadhead' crews, under either rule, prior to the time they are required to report for duty or after they are released from duty at the end of a trip," the award said.

With reference to the union's second claim that the company was obliged under the agreement to declare Symington a terminal, the arbitrator said that he was "convinced the rule relied upon by the Brotherhood was designed to deal with a situation other than that under consideration."

The claim was disallowed.

Case No. 3—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen over the claim of three conductors and crews for 100 miles each when they were "run around" by the assignment to "auxiliary" service on their subdivision.*

"Run around" is the passing over for a certain service of an employee who should normally have been called for the work. An "auxiliary" is a special train equipped for repairing and clearing track after a wreck.

On August 3, 1963, a conductor and crew were used in auxiliary service on a certain subdivision to which they were not assigned. Three unassigned freight pool crews to whom work on the subdivision was normally allotted, and who were on the pool board at the time, claimed 100 miles each on the grounds that they had been run around in violation of an article in the collective agreement governing conductors and brakemen. The company refused the claims.

The union contended that, since the violated clause stated that all conductors and trainmen ready for duty who were "run around" would be paid 100 miles for each run around, this meant that all crews on the board were entitled to this compensation.

The arbitrator in his award pointed out that it was "a cardinal rule of interpretation that no instrument should be construed in a manner that would bring about an absurd result . . . . In considering the second paragraph of the clause in question, commencing with the words 'all such conductors/trainmen,' the qualifying words that follow are, in my opinion, of determining importance in deciding the intention of the parties and the purpose of this provision. They are '. . . ready for duty.'

"Obviously only one crew would be required for the duty in question. If the members of the crew first on the list were ready and were not called, the penalty must be paid them. Those were the employees who were entitled to this special consideration, and those were the ones whose right in that respect had been violated. Their 'readiness' removed those following on the list from immediate consideration."

Considering the obvious purpose of this provision, the arbitrator said, "the plural aspect of the description of the employees" in the clause might be modified, in accordance with a decision of the Supreme Court of Canada that he quoted, "to avoid an otherwise absurd result."

"As admitted by the company, there was clearly a violation of this provision as it concerned the first conductor and crew . . . . They should be paid the penalty provided."

The claims of the other employees were disallowed.

Case No. 4—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen over the claim for payment on the basis of turn-around service by train crews switching on a short spur line.*

Train crews required to perform switching on a certain spur, a distance of 1½ miles from the main line and return, claimed payment for turn-around service under the provisions of an article in the agreement that read in part:

"Trainmen performing turn-around service within a trip, including back-up movement into terminal because of locomotive failure, accident, stalling, etc., will be paid for the actual miles run. The points between which turn-around service is performed, or back-up movement into terminal is made, will be regarded as turn-around points . . ."

The railway refused to make the payment claimed, and the arbitrator in his award said that the issue was the refusal of the company to recognize that movements concerning the placing of cars on a company spur came within the meaning of the term "turn-around service within a trip," used in the quoted article. He added:

> To place cars on this spur it is necessary to leave the train at Breton. The cars to be placed are then pushed forward for one and one half miles to the spur. After switching is completed, if cars are brought out, they are brought back to Breton and placed behind the engine before coupling to the train, and the trip is resumed . . . . The company maintained throughout that this operation was merely part of intermediate station switching . . . .

The company maintained that the operation was governed by another article of the agreement than the one cited by the union. This article read:

> In all classes of road service, except road switcher and work-train service, when engine is run more than one mile off main track, mileage or hours made, whichever is greater, will be paid for in addition to pay for the trip, and paid for at the rate of class of service performed. A side trip on a branch line shown in the timetable as a subdivision does not constitute running off the main track.

The arbitrator pointed out that throughout the course of negotiations that commenced in 1958 and led to a complete revision of the collective agreement in April 1963, the Brotherhood pressed for a provision that would clearly define this particular operation as a turn-around movement. However, the article cited by the union in support of its claim, was the final outcome of negotiations.

The arbitrator made the point that ". . . the Brotherhood recognized what would be necessary to include an operation of this type into the doubling provisions when they suggested this . . ."

He said that a study of the agreement convinced him that the article relied on by the company "was designed for the operation in question." Accordingly, he disallowed the claim.

Case No. 5—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen over the claim of a conductor for miles lost when he was not called for a spare passenger trip in December 1962.*

A conductor, regularly assigned in freight service, returned from his annual vacation, booked O.K. to resume service, and informed the calling bureau that he was ready for relief passenger conductor's work. Subsequently, a vacancy occurred to which the claimant was entitled by order of seniority, but a junior man was called.

The conductor claimed 296 miles at passenger rates—the equivalent of what he would have earned on the trip if he had been called—on the ground that the company had violated an article of the agreement that reads: "Conductors on leave of absence will be relieved by the senior suitable conductor desiring same."

The company refused the claim, but paid the conductor 50 miles at through freight rates in accordance with an article that states: "Unassigned crews in freight service will be run first in and first out of terminals. When run-around [passed over] they will be paid 50 miles for each run-around and stand first out."

The joint statement by the company and the union agreed that the conductor was eligible for relief passenger conductor's work at the time of the run-around because he had complied with the relevant article of the agreement.

The company admitted that the claimant had been overlooked through a mistake on the part of the calling bureau. It contended, however, that he had been sufficiently compensated under the article of the agreement it had quoted.

The arbitrator said he agreed with the arbitrator in an earlier case who held that "The measure of the penalty for the violation by the company of [a certain article of the agreement] can fairly be taken to be the extent of the detriment suffered by the crew in each particular case."

Accordingly, he found that the conductor was entitled to the amount he had claimed, viz., the difference between what he had already been paid and what he would have received if had been called for the trip in question, i.e., 221 passenger miles.

Case No. 6—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen, concerning a claim by the trainmen that a way freight assigned to run from Kerrobert to Macklin to Kerrobert to Wilkie on a continuous trip basis is an improper assignment.*

The conductor and crew were the senior applicants for this assignment and, each Tuesday, the day the assignment was bulletined to run from Kerrobert to Macklin to Kerrobert to Wilkie, they submitted a ticket claiming a separate trip from Kerrobert to Macklin and return to Kerrobert, a distance of 93 miles, and another ticket claiming another separate trip from Kerrobert to Wilkie, via Reford subdivision, a distance of 43 miles.

Tickets were submitted claiming separate trips on 15 occasions in May, June, July, August and September 1963. All were reduced by a total of 64 miles on each date, and payment was allowed on the basis of a single trip from Kerrobert to Macklin to Kerrobert to Wilkie as shown in the bulletin.

The brotherhood alleged that the company, in reducing these tickets, violated the provision of Article 17, clause (2) which reads: "Except for Clauses (a), (c) (2), and (j), the provisions of Article 11 apply to way-freight service."

The company's labour relations assistant described as incorrect, the assumption in the brotherhood's presentation that Kerrobert is the home terminal. He claimed it was Wilkie.

The weekly schedule commences on Monday from Wilkie, with Kerrobert the objective terminal; on the Tuesday trip, Kerrobert is the initial terminal and Wilkie the objective terminal. Thursday shows Wilkie as the initial terminal and Lloydminster the objective terminal. Under the bulletin, the company specifies which are the initial and objective terminals of the assignment for each trip.

The company representative said that prior to November 1962, the agreement contained a rule providing for the automatic end of a trip on arrival at a terminal. This rule applied not only to unassigned freight service, but to assigned freight service. Under that provision the company would have had no choice but to agree with the present contention as to the Tuesday run. However, he added, the automatic-end-of-a-trip rule that imposed such a penalty upon the company was eliminated from the collective agreement, so that a trip no longer automatically ended on arrival at a terminal.

The company representative referred to Article 11 (c) (2) which reads: " A crew in unassigned service may be called to make more than one short trip and turn-around out of the same terminal and paid actual

miles, with a minimum of 100 miles for a day provided (1) that the road miles of all trips do not exceed 120 miles; (2) that the road miles from the terminal to the turning point do not exceed 30 miles . . . ." As to the concessions made in this paragraph, he emphasized that the restriction contained in it is only applicable to unassigned freight service and is in no way applicable to way-freight service.

He pointed out also that in Article 42 (a), "Assignments, other than work train, will be bulletined specifying the home terminal, initial and objective terminal for each trip, territory over which assignment is to perform service", a bulletin is contemplated not only when the particular trip leaves the home terminal, but also the initial terminal. It is required for each trip. Wilkie being the home terminal, it would require a special bulletin for the Tuesday run, when Kerrobert becomes the initial terminal, and Wilkie the objective terminal for that particular trip.

Once the trip is bulletined, then the article applicable to way-freight service comes into effect: "road miles will be the distance from the outer main track switch or designated point at the initial terminal to the outer main track switch or designated point at the final terminal. Road time will commence when payment for initial terminal time stops and will end when payment for final terminal time begins."

The arbitrator found that a study of the submissions led to the conclusion that the foundation for a successful decision in the claim was removed with the deletion of the automatic-end-of-trip rule. Other language would be required to qualify the general scope of Clause (a) Article 42. The parties would have to agree that the terms now used in that provision, requiring a bulletin specifying the initial and the objective terminals for each trip, would not include a trip such as that under consideration—namely, going forward in one direction, reversing course back to the initial terminal, and then going forward in another direction to the objective terminal. The mere description of what would be necessary brings into focus the negotiating task remaining.

It is not unusual to find, in a collective agreement, provisions designed for a general purpose, that cannot, by interpretation, be adjusted to fit a special situation not specifically included. Nothing can be added to or subtracted from the collective agreement under consideration. That is why such agreements, as well as Act of Legislatures, have to be constantly amended.

For these reasons the claim was disallowed.

Case No. 7—*Dispute between Canadian Pacific Railway Company (Eastern Region) and Brotherhood of Railroad Trainmen over the claim of trainmen for payment for two separate trips between Trenton and Toronto when required to back into Trenton yard because of locomotive failure.*

A conductor and crew were ordered out of Trenton for Toronto with diesel units. Near Belleville subdivision, a diesel unit failed. The train was backed into Trenton yard, the unit was replaced, and the train continued to Toronto.

After the train had backed into Trenton yard, the conductor booked "in", indicating "off duty" and "on duty" at the same time. Subsequently he submitted one wages claim covering the initial terminal time at Trenton, plus a minimum day from the time on duty until the train backed into the yard, and an additional claim for initial time and miles between Trenton and Toronto. The claims were denied.

The Brotherhood alleged that the company violated a clause of the collective agreement when it required the conductor to take his train through from Trenton to Toronto on the basis of a continuous trip. In disallowing the claim, however, the arbitrator stated he was convinced that the language of the agreement was too general to specifically cover the situation.

"It is clearly the company's prerogative to first declare whether the call is for straight-away or turn-around service," he said. "Of governing importance is an analysis of this provision, and its applicability to the situation being considered, are the words that follow 'such notification will not be changed' . . . . This prompts the question 'changed to whom?' The only reasonable interpretation would be by the authority originally describing the service.

"Then consider the lack of specifics as to the extent or nature of 'circumstances required' before that authority might exercise the right to make such a change. Certain examples of possible circumstances are given, including 'locomotive failure'. The difficulty is in the language used.

"One of these suggested happenings does not automatically result in the type of service originally described as being changed. 'Such notification will not be changed'—implying a decision to change, not an automatic happening, and then only 'when necessitated by circumstances which could not be foreseen.'

"Both sides admitted this was not the most suitable test for the section in question."

In disallowing the claim, the arbitrator declared that the first paragraph of the article would require considerable rewording to "indicate that an engine failure, resulting in

any backward movement, no matter how short a distance, in a run originally called as straight-away, would automatically change such a trip to turn-around, particularly as in this case when, after a short delay, the trip continued to the original terminal. This intention, in my opinion, is not indicated by the language used."

Case No. 8—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen over the use of payments to trainmen for handling empty cars between Windsor Station, Montreal, and Glen Yard to make up the monthly guarantee of work to the men.*

On certain assignments in suburban passenger service in Montreal, the company was including payments to trainmen for handling drafts (empty cars) in making up the monthly guarantee of work. The union disputed the company's right to do this.

The arbitrator said in his award: "This problem arises from the company's contention . . . that the work of handling drafts . . . between Windsor Station, Montreal, and Glen Yard is work incidental to the service of trainmen in such an assignment, and therefore the time so paid should be used to the extent necessary to make up the monthly guarantee, as called for" in the following article of the agreement:

"Regularly assigned passenger trainmen who are ready for service the entire month, and who do not lay off of their own accord, shall receive the monthly guarantee provided for in . . . including overtime earned and pay for work incidental to the service of their own assignment, if any, for the calendar month."

The union, however, contended that the handling of drafts could not be considered "incidental to an assignment" when that service was paid for on the special basis provided for in the following article of the agreement:

". . . Trainmen while under continuous time pay in their regular day's assignment, when required to handle drafts will be paid at their overtime rate for actual time occupied in handling of drafts . . ."

The union contended that the use of the term "overtime rate" in this article was a misnomer, and that it had no relation to the reference to "overtime earned" which was intended to mean "regular overtime," as defined elsewhere in the agreement.

The arbitrator agreed, but this finding, he said, did not "exclude application of the words in that provision—'. . . and pay for work incidental to the service of their own assignment'—in computing the monthly guarantee. It was conceded these trainmen are regularly required to handle drafts. The fact that their representatives deemed it necessary to negotiate a premium rate of pay for them 'when required to handle drafts'," indicates a recognition that such work is 'incidental to the service of their own assignment'. Lacking a negotiated definition, the word 'incidental' should be given its ordinary dictionary meaning, namely, 'liable to happen'."

For these reasons the arbitrator disallowed the claim.

Case No. 9—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen about the inclusion by the company of payments for work train service enroute in making up a minimum day.*

The union disputed the company's practice of including pay for work referred to in the following article of the agreement in making up a minimum work day:

"Trainmen will be paid for work or wreck train service enroute when time occupied exceeds one hour, and time so paid for will not be included in computing overtime."

The brotherhood contended that pay for the work in question should be considered as a negotiated premium that should be paid over and above the basic day's wages. The statement that the time spent on such work should not be used in computing overtime was cited by the union in support of this contention.

The company contended that there was nothing in the agreement that supported the union's theory that such payments could not be used to make up a minimum day when required.

In his award, the arbitrator said that, to sustain the union's claim, words would have to be added to the disputed clause. "To give effect to the brotherhood's reasoning, the clause would have to contain a qualifying provision such as, 'Time so paid shall not be used to make up a minimum day.' That intention does not appear even by inference.

"There is an existing benefit in the language used . . . namely that, in the event the actual miles run amount to 100, there can be added any time used in work train service enroute. In its present form, that is the extent of the benefit negotiated in . . . .

"For these reasons this claim is disallowed."

Case No. 10—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen over the payment of trainmen deadheaded to an intermediate point to handle work train service.*

A conductor and a trainman were ordered at Montreal to deadhead to Fasset to man a crane, the work to start at 7 a.m. the next day. They left Montreal at 5.35 p.m. and

arrived at Fasset at 7.30 p.m., and on arrival were put off duty until required for work the following morning.

The men submitted a claim for pay for continuous time from the time they left Montreal on one day until finished work at 3.45 p.m. the next day. The company paid them for 100 miles at the deadheading rate, and paid them separately for the time they put in on work train service.

The union disputed the company's right to put the crew off duty after arrival at Fasset and not begin their work train service pay until the next morning.

An article of the agreement was quoted that read in part:

"Trainmen required by the company to deadhead to an intermediate point and going from such point to a terminal in service, or going into work train service for the balance of the day, or vice versa, will be paid for the combination deadheading and working service as follows:

"When deadheading precedes working service, the deadheading payment will be continuous from time ordered for until working service actually begins; when deadheading follows working service, payment for working service will continue until deadheading commences. When deadheading and working service is combined in a continuous tour of duty, not less than a minimum day at the highest rate applicable in the combination will be allowed.

"For deadheading other than between terminals, and when combination service is not performed, the compensation for such deadheading shall not be less than a minimum day."

The arbitrator said that a study of the article quoted above showed that it provided "for both deadheading in combination with other working service as well as straight-away deadheading. From the facts disclosed, it is clear these particular employees did not perform combination service as described in the first and second paragraphs of [the article]."

"They were ordered, not to a terminal but to an intermediate point. This, in the opinion of the arbitrator, was therefore a straight deadheading, other than between terminals, for which the third paragraph of [the article] was designed and agreed to by the parties. For the two hours taken for the trip they were paid a minimum day of 100 miles. When they commenced their actual work service the following day, there is no dispute they were paid on the proper basis for such duties . . . .

"In the opinion of the arbitrator, a proper interpretation was placed by the company upon [the article] in applying it to the employees in the circumstances related.

"For these reasons this claim must be disallowed."

Council of Nurses Elects First Canadian President

The International Council of Nurses, at its Quadrennial Congress in Frankfurt, Germany, in June, elected a Canadian president for the first time—Alice Girard, R.N., B.Sc., M.A.

Miss Girard, dean of the Faculty of Nursing at the University of Montreal, who served as president of the Canadian Nurses Association from 1958 to 1960, received her initial nurse's training at St. Vincent de Paul Hospital, Sherbrooke, Que. She later attained a certificate in public health nursing from Toronto University, a B.Sc. from Catholic University, Washington, D.C., and an M.A. from Columbia University, New York.

The International Council of Nurses—comprising nursing associations from 58 countries—includes among its chief aims the maintenance of high standards of nursing education, service and professional ethics.

Legal Decisions Affecting Labour

Saskatchewan court quashes arbitration award, Ontario court rules that arbitration award is not reviewable on certiorari

In Saskatchewan, the Court of Queen's Bench ruled that, when the provisions regarding arbitration of grievances contained in a collective agreement do not state expressly that a majority decision of the arbitrators is binding, then such provisions should be interpreted to the effect that the award is valid only when arrived at by a unanimous agreement of all arbitrators.

In Ontario, the High Court ruled that, when a specific question of law is referred to arbitrators appointed under a collective agreement, the decision of the board is not reviewable on *certiorari* even if the court was of the opinion that the award was erroneous. Only when a question of law decided by the arbitration board was incidental to deciding the whole matter submitted to it could the court set aside such an award on the ground of an error of law apparent on the face of the award.

Saskatchewan Court of Queen's Bench

. . . quashes arbitration award because under the agreement only unanimous decisions valid

On February 25, 1965, Chief Justice Bence of the Saskatchewan Court of Queen's Bench set aside an arbitration award on the ground that a three-man arbitration board under a collective agreement that did not provide for a majority decision could give a valid decision only if the arbitrators were unanimous.

Western Clay Products Ltd. and Local 214 of the United Glass and Ceramic Workers of North America had a collective bargaining agreement between each other. On June 1, 1964, an employee of the company was dismissed, allegedly for cause.

In order to settle the dispute, the grievance procedure under the collective agreement was used and eventually resulted in the setting-up of an arbitration board to consider the grievance.

Articles 11.02 and 11.03 of the collective agreement, which dealt with arbitration, contained the following provisions:

11.02 Any grievance that cannot be settled between the company and the union after the third step may be referred to an Arbitration Board. The Company and the Union shall each appoint within ten (10) days after the notice of intent a member to the Board of Arbitration, who shall endeavour to agree on a third member who shall be Chairman. If they fail to agree on a third member, they shall request the Minister of Labour, Province of Saskatchewan, to select such a chairman.

11.03 The Arbitration hearing shall be conducted promptly. The decision of the Arbitration Board shall be final and binding upon the parties. However, the Board shall not have the power to add to, subtract from or modify any of the terms of this Agreement, or any agreement supplemental thereto, nor to pass upon any controversy arising from any demand to increase or decrease any wage rates, excepting as provided in Article 17 of this Agreement. The fees and expense of the arbitration shall be borne equally by the Union and the Company and each party shall pay its own additional expenses of such arbitration.

The statement of grievance submitted for arbitration read: "Dismissed by Foreman, Angel, for unjust cause." The settlement desired by the union was that "the company reinstate F. C. Terry will full loss of pay."

After the hearing before the arbitration board, three statements were signed, one by the chairman and the representative of the company together, one by the respresentative of the company alone, and one by the representative of the union alone. Mr. Justice Bence then made the following interpretation.

The net result of these statements is that:

1. The chairman and the representative of the union agree that the dismissal was wrongful;

2. The representative of the company found that the discharge of the employee was justified;

3. The chairman and the representative of the company agreed that "We believe that the question of reinstatement is not one of the matters open to arbitration and the only jurisdiction of the board is to decide whether the dismissal was or was not wrongful and, if wrongful, then as to the amount of damages."

The union applied to the court for an order pursuant to S. 11 of the Saskatchewan Arbitration Act, remitting to the reconsideration of the arbitrators the matters referred to them or, in the alternative, for an order pursuant to S. 12 of the Arbitration Act, setting aside the award on the following grounds:

(1) That the award is bad on its face in that it states therein and applies a principle of law which is erroneous and in particular in that the award states and relies upon the proposition that the Arbitration Board had no power of jurisdiction to order reinstatement of the dismissed employee or to deal with the question

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of such reinstatement, when such proposition is wrong in law and contrary to the provisions of the collective bargaining agreement pursuant to which the submission was made.

(2) That the award does not deal with all of the matters referred to the arbitrators for decision in that the grievance referred to arbitration dealt not only with the dismissal of the employee in question but the failure of the employer to reinstate the said employee to his position of employment and his seniority position, and the failure of the employer to compensate the employee for time lost.

(3) That the arbitrators exceeded their authority in that the award is based upon a modification of the terms of the collective bargaining agreement pursuant to which the submission was made when such modification was expressly prohibited by the terms of the submission.

The Chief Justice, after examining the collective agreement, came to the conclusion that the board of arbitration had the right to determine whether or not an employee had been unjustly dismissed and, if so, whether he was entitled to reinstatement with compensation for time lost, if any.

Counsel for the company took the position, however, that the Board had not made a decision as contemplated under the provisions of the agreement. His contention was that the words "the decision of the arbitration board" meant all the members and not just a majority thereof.

Section 6 of the Arbitration Act provides that "A submission, unless a contrary intention is expressed therein, shall be deemed to include the provisions set forth in Schedule A, so far as they are applicable to the reference." And Schedule A, para. 11, is: "The award to be made by the arbitrators or by a majority of them or by the umpire shall be final and binding on all the parties claiming under them respectively."

The company claimed that this paragraph of Schedule A referred to three separate bodies by which an award may be made and that one must look to the agreement to ascertain which one was applicable, namely, all the arbitrators, the majority of arbitrators, or the umpire. In so far as the agreement did not provide for a majority decision's being binding, it was submitted that there could be a proper decision only if it was unanimous.

In *Re Juravsky and Gorenstein (No. 2)* (1956), 17 W.W.R. 558, Chief Justice Williams of the Manitoba Court of Queen's Bench held that, under the provisions of the Manitoba Arbitration Act, which are similar to those of Saskatchewan, when no provision had been made that a decision of the majority would be binding, the award must be set aside only when two of the three arbitrators signed it.

Mr. Justice Bence, in the case at bar, was fully in accord with the reasons and the conclusions Chief Justice Williams arrived at. Consequently, he set aside the award on the ground that it was not arrived at by a unanimous decision of all three arbitrators. *Western Clay Products Ltd. v. United Glass and Ceramic Workers of North America, Local 214*, (1965), 50 D.L.R. (2d) Part 1, p. 84.

Ontario High Court . . .

. . . rules arbitrators' decision on referred question of law not reviewable on certiorari

On January 13, 1965, Mr. Justice Jessup of the Ontario High Court in *certiorari* proceedings ruled that the court could not interfere with a decision of a board of arbitration appointed under a collective agreement to construe a provision of the agreement, since a specific question of law was referred to arbitration.

An arbitration board appointed under a collective agreement entered into between the International Nickel Company of Canada Limited and the United Steelworkers of America rendered an award dated August 13, 1964, in which the board dismissed the grievance of three grievors and held that the company had not violated paragraph 11.02 of the collective agreement.

The union applied to the court, on *certiorari*, to quash the award on the ground that there was an error of law on the face of the award, in that the Board placed upon paragraph 11.02 of the collective agreement an interpretation which that clause could not possibly bear.

The grievors were three day workers employed by the company as electrician helpers. The day workers' hours of work were from 8:00 a.m. to 4:30 p.m. Paragraph 11.02 of the collective agreement reads in part: ". . . Day workers shall be given a lunch period of one-half (½) hour in each day but such period shall not be considered as time worked."

The company also employed electricians who were known as shift workers. The shift workers worked from 8:00 a.m. to 4:30 p.m. and the collective agreement did not provide for any lunch period for them. They were expected to have their lunch at such intervals or breaks during their working hours as available.

The three grievors were assigned as helpers to shift workers classified as electricians. Their grievances were that, on occasion, their lunch periods were interrupted when the shift electricians to whom they were assigned were required to do work and they were required to work along with them, notwithstanding the fact that they had begun to eat their lunch.

The contention of the grievors was that the sentence from paragraph 11.02 of the collective agreement (quoted above) should be

construed as if it read, "shall be given a lunch period of a continuous one-half (½) hour," or as meaning, "shall be given a lunch period of an uninterrupted one-half (½) hour."

The arbitration board found that "on the evidence in this case these day workers were given a lunch period in accordance with this sentence. The Agreement does not state that they shall be given *one* lunch period. There is no reason to conclude that the word 'a' has the same meaning as the word 'one'."

Mr. Justice Jessup made the following comments with regard to this part of the board's decision:

> It appears therefore that notwithstanding how many interruptions there were during a day worker's lunch period, the Board would have concluded that there was no violation of the Agreement so long as the day worker, during the day, was given 30 minutes to eat. In the result it would seem to follow that in this interpretation a day worker who was for instance interrupted every five minutes to perform some task, yet during the day managed between his work 30 minutes to eat his lunch, would be considered to receive "a lunch period" within the meaning of the Agreement.
>
> In my respectful opinion, the language of the Agreement could not reasonably bear the interpretation placed upon it by the Board.

Mr. Justice Jessup added, however, what was referred to the board of arbitration was a specific question of law, the substance of which was, "what is the correct interpretation of paragraph 11.02 of the collective agreement?"

Then Mr. Justice Jessup noted that, in *Re Canadian Westinghouse Co. and United Electrical, Radio and Machine Workers of America, Local 504* (L.G. 1962, p. 452), the Chief Justice of the High Court observed the division of the authorities between the line of cases where a specific question of law is referred to an arbitrator and the line of cases where the question referred may require a decision on a question of law which is incidental to deciding the whole matter. On that occasion, the Chief Justice pointed out that, where a specific question of law is referred to an arbitrator, the Court cannot set aside the decision of the arbitrator because his decision may be erroneous. Only when a question of law is incidental to deciding the whole matter can an award be set aside because of an error of law apparent on the face of the award.

In the case at bar, as a specific question of law was referred to the board of arbitration, Mr. Justice Jessup concluded that he was not at liberty to quash the arbitration award.

The application to quash the award was dismissed. *Regina v. Bigelow et al., Ex parte Sefton,* (1965) 50 D.L.R. (2d) Part 1, p. 38.

Recent Regulations under Provincial Legislation

Quebec issues a minimum wage order for the shoe industry; new trades are designated in Alberta and British Columbia

In Quebec, a minimum wage order for the shoe industry set rates on an occupational basis with zone differentials.

The cooking trade was designated an apprenticeable trade in British Columbia, and the heavy duty repair trade was brought under the Alberta Tradesmen's Qualification Act.

Alberta Tradesmen's Qualification Act

New regulations under the Alberta Tradesmen's Qualification Act gazetted on May 31 as Alta. Reg. 266/65 made some changes in the list of designated trades.

The trade of a heavy duty mechanic has been added, which means that it is now compulsory for persons in this trade to hold a certificate of proficiency.

Another change is that the trade of construction electrician has been designated in place of that of electrician.

British Columbia Apprenticeship and Tradesmen's Qualification Act

In British Columbia, the cooking trade was brought under the Apprenticeship and Tradesmen's Qualification Act by B.C. Reg. 96/65, gazetted June 24.

Newfoundland Minimum Wage Act

In Newfoundland, hospitals, sanatoria and nursing homes have been exempted until April 1, 1966 from the order for the hotel and catering industry fixing a maximum charge of 25 cents for meals. There is no change in the minimum wage, which remains 70 cents an hour for men and 50 cents for women.

The new regulation, Nfld. Reg. 56/65, was gazetted on June 22.

Quebec Minimum Wage Act

In Quebec, a minimum wage order for the shoe industry, Order No. 7, 1965, was gazetted on July 10, to remain in force until April 30, 1966. Previously this industry was governed by a decree under the Collective Agreement Act, which expired on June 30.

The standards set in the new order with respect to regular hours, overtime pay and vacations are higher than those in the general order and in other occupational orders. The new order also requires the payment of a premium rate for work on specified holidays, a provision not contained in other Quebec minimum wage orders.

Employees in this order are divided into six categories—pattern makers; employees in the cutting, sole leather, lasting, making and finishing departments; employees in the sewing department; foremen and assistant foremen; office workers, and employees not included in the other groups.

For purposes of this order the province is divided into three zones—Zone I, which comprises the Island of Montreal and the territory within a five-mile radius; Zone II, which comprises Quebec City and the area within a five-mile radius; and Zone III, which covers the rest of the province.

In addition to the zone differentials, the new order sets both hourly and piecework rates for most classifications, with lower minimums for apprentices. Rates are slightly higher than those previously in effect under the decree.

The minimum for office workers is 85 cents an hour in Zone I and 80 cents in Zone II and Zone III. During a 30-day probationary period, the minimum for office employees is 75 cents an hour in Zone I and 70 cents in Zones II and III. The decree did not set special rates for these employees, but stipulated that, except for vacation pay, they were entitled to the minimum wages set in orders of the Minimum Wage Commission. This meant that the minimum previously payable to these employees was 70 cents an hour in the Montreal area and 64 cents elsewhere.

Rates are based on a regular work week of 45 hours, and all employees except foremen must be paid time and one-half the regular rate for hours worked in excess of the weekly limit.

Double time must be paid for work on any of the following six holidays: New Year's Day, January 2, Saint John the Baptist Day, Canada Day, Labour Day and Christmas Day.

Every employee in the shoe industry is entitled to an annual vacation of two weeks, to be taken in the second and third weeks of July, with vacation pay equal to 4 per cent of wages for the 12-month period beginning May 1 and ending April 30 preceding the vacation. An employer who, without a previous authorization from the Commission, requires employees to work during the vacation period must pay them double the regular rate for all time worked, plus vacation pay.

An employer may give office employees, watchmen and stock room employees their vacation between June 1 and September 1, provided he sends a copy of the vacation list for these employees to the Commission before May 1 each year. If an employer does not give these employees their vacation during this period, he must pay them double time plus vacation pay.

The order sets out the conditions under which homework may be performed. Hand sewing of certain types of shoes may be done at home at the prescribed piecework rates. Lacing and similar operations may be carried on with the approval of the Commission, subject to the following conditions.

The employees must be included on the employer's pay list, and the homeworkers must be paid the same hourly or piecework rate as factory workers. They are also entitled to vacations and other benefits provided in the order. If any piecework is done in the home that is not done in the factory, an inspector must check to see if the rate being paid is the equivalent of the minimum wage prescribed by the order. All goods must be transported at the employer's expense.

All employers in the shoe industry must send a written report to the Commission each month, giving the name and address of each employee, his qualifications and classification and the number of hours worked during each week of the reporting period.

Wages are to be paid in cash or by cheque once a week.

An employer must fill out an employment sheet for each new employee during his first week of work, giving the type of work assigned to him, his wage rate and classification and whether paid by the piece or by the hour.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

Amendments to the regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act reduced the minimum number of hours of work required for a certificate of journeymen's status in the cooking trade from 10,000 to 8,000 hours, including time credits for appropriate trade training.

Another amendment revised the scale of weekly allowances payable to apprentices attending full-time classes. The allowance for single apprentices is $18 a week for those at home and $25 for those away from home. Married apprentices are to receive $36 a week if living at home, and $50 a week if away from home.

Monthly Report of Placement Operations of the National Employment Service

Number of placements was 10.1 per cent lower than July 1964 total and a decrease of 1.5 per cent from average for July in previous five years due to reduction in casual replacements

Placements of workers by local offices of the National Employment Service in July numbered 111,400. This was 10.1 per cent lower than the total in July 1964, and a decrease of 1.5 per cent from the average for July in the previous five years. (July had one less working day than July 1964). While this accounted for a portion of the overall decrease, the main factor was the reduction in the number of casual placements effected (where the employment is not expected to last more than six working days).

The regional distribution of July placements, and the percentage change from July 1964 were:

Atlantic	8,100	+ 8.4
Quebec	22,400	—19.0
Ontario	36,200	—10.0
Prairie	23,000	no change
Pacific	21,700	—14.9
CANADA	111,400	—10.1

Regular placements (those with an anticipated duration of more than six working days, and which do not involve the movement of workers from one area to another) totalled 72,400, a decrease of 4.8 per cent from July 1964. However, the ratio of regular placements to all placements increased from 61.4 per cent in July 1964 to 65.1 per cent this year.

The cumulative total of all placements from January to July 1965 was 673,400, an increase of 1.7 per cent over the same period in 1964. This is the record highest figure for the period since 1945.

The regional distribution of cumulative totals, and the percentage change from 1964 were:

Atlantic	49,200	+ 2.8
Quebec	179,900	— 5.3
Ontario	229,300	+ 3.2
Prairie	127,700	+ 3.8
Pacific	87,400	+10.6
*CANADA	673,400	+ 1.7

Male placements totalled 73,300, a decrease of 10.1 per cent from July 1964. Quebec, Ontario and Pacific regions recorded decreases. The reductions occurred mainly in casual placements of men, especially in the agriculture and transportation sectors.

The regional distribution of male placements, and the percentage change from 1964 were:

	July 1965		Jan.-July 1965	
Atlantic	5,300	+ 6.6	33,900	+ 2.2
Quebec	16,100	—17.6	131,700	— 4.5
Ontario	22,600	—14.0	154,800	+ 4.6
Prairie	16,700	+ 1.6	90,200	+ 5.3
Pacific	12,500	—12.1	57,300	+18.3
*Canada	73,300	—10.1	467,900	+ 3.2

Female placements amounted to 38,000, a decrease of 9.9 per cent from July 1964. Decreases were recorded in all regions, with the exception of the Atlantic.

The regional distribution of female placements, and the percentage change from 1964 were:

	July 1965		Jan.-July 1965	
Atlantic	2,800	+12.0	15,300	+ 4.0
Quebec	6,300	—22.4	48,200	— 7.3
Ontario	13,500	— 2.4	74,400	+ 0.5
Prairie	6,200	— 4.2	37,500	+ 0.3
Pacific	9,200	—18.4	30,100	— 1.5
Canada	38,000	— 9.9	205,500	— 1.5

Placements involving the movement of workers from one area to another totalled 3,900. This was a decrease of almost 1,000 from July 1964. The proportion of such transfers to total placements decreased from 4.0 per cent in 1964 to 3.5 per cent in 1965.

Transfers-out, by region, were:

Atlantic	400
Quebec	1,100
Ontario	1,300
Prairie	500
Pacific	600
CANADA	3,900

Employers notified local offices of the National Employment Service of 139,600 vacancies during July 1965, a decrease of 7.3 per cent from July 1964. However, this figure is an increase of 13.7 per cent over the average for July in the previous five years. Vacancies for male workers at 91,100, decreased by 6.6 per cent, and female vacancies totalled 48,500, a decrease of 8.5 per cent from the July 1964 totals. The cumulative total from January to July was 885,300. This was an increase of 4.2 per cent over the corresponding period in 1964, and the highest number recorded for any comparable period since 1947.

* Imbalances are the result of rounding.

Monthly Report on Operation of the Unemployment Insurance Act

At the end of June, there were 21 per cent fewer benefit claimants than on May 31 and 10 per cent fewer than at the end of June 1964. Main reduction was among male claimants

Claimants for unemployment insurance benefit on June 30 numbered 180,700 which was nearly 50,000 or about 21 per cent less than the total on May 31; and about 20,000 or 10 per cent below the total a year earlier.

The decline from both the previous month and the previous year was chiefly accounted for by a reduction in the number and proportion of males. The number of male claimants on June 30 was 106,000 which was 21,000 fewer than the total a year earlier; but the number of female claimants on that date showed no reduction compared with the previous year.

This trend has become more marked during the past 18 months, and is to be attributed to a greater increase in the demand for male, than for female labour. On June 30, female claimants at 75,000 had decreased by only 3,000 during the month. Males, on the other hand, decreased from 151,000 to 106,000 during that time.

Among the reasons for the greater reduction in the number of male claimants are the more rapid expansion in durable goods manufacturing than in the non-durable goods section, and the end of wintertime unemployment, which affects males more than females.

Initial and Renewal Claims

There were 72,000 initial and renewal claims during June, compared with 86,800 a year earlier. In May the total was 93,300.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 152,800 for June, 324,300 for May and 155,500 for June 1964.

Benefit payments amounted to $16,200,000 in June, $31,700,000 in May and $16,500,000 in June 1964. The sharp decline during June in both the number of beneficiaries and the amount paid is due to the ending of seasonal benefit payments.

The average weekly payment was $24.14 in June, $24.40 in May and $24.17 in June 1964.

Insurance Registrations

On June 30, insurance books or contribution cards had been issued to 4,208,048 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 340,944, a decrease of 1,353 since May 31.

Enforcement Statistics

During June, 9,864 investigations were conducted by enforcement officers across Canada. Of these, 6,568 were spot checks of claims to verify the fulfilment of statutory conditions, and 763 were miscellaneous investigations. The remaining 2,533 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 245 cases, 84 against employers and 161 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 889.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in June totalled $31,644,007.71 compared with $30,743,561.80 in May, and $31,472,754.53 in June 1964.

Benefits paid in June totalled $16,329,491.12, compared with $31,697,100.37 in May, and $16,537,795.84 in June 1964.

The balance in the fund on June 30 was $38,036,006.82, compared with $22,721,490.23 on May 31, and a *debit* balance of $15,723,485.24 on June 30, 1964.

* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2484, May 6, 1965

Summary of the Main Facts: The question for the Umpire to decide is whether the claimant's benefit rights were determined in accordance with the provisions of the Act.

The claimant filed an initial application for unemployment insurance benefit on March 11, 1963, and a benefit period was established effective March 10, 1963. He had worked as a sectionman for the Canadian Pacific Railway and on March 8, 1963, he was laid off because of lack of work. He returned to his employment with the railway company on March 11, 1963, and worked until December 31, 1963, when he was again laid off because of a shortage of work. He filed a renewal application for benefit on January 3, 1964, and was paid nine weeks benefit on that claim from January 5, 1964, to the date of expiry on March 7, 1964. He filed a new application for benefit (Form UIC 529A) and a new benefit period was established effective March 8.

As the claimant filed his new application for benefit on March 8, only contributions recorded to his credit in the previous 52 weeks were counted in determining his entitlement to benefit. The contribution records showed that there were 42 contribution weeks in this period and using the formula of one week of benefit for each two contribution weeks, the duration of benefits was calculated at 21 weeks.

The claimant's lawyer wrote to the local office on August 18, and pointed out that the claimant had been paying into the Unemployment Insurance Fund since he commenced work with the Canadian Pacific Railway in 1940, and that the claimant felt he was entitled to benefit for a period of one year after retirement. The lawyer asked that the matter be reviewed. In view of the letter, the insurance branch supervisor wrote to the claimant on August 21, and explained why he was only entitled to 21 weeks benefit from the date he filed his new claim on March 8, and that when he exhausted his entitlement to benefit his claim terminated. It was pointed out that there was a common misunderstanding that claimants were automatically entitled to 52 weeks benefit, whereas the rule is that not more than 52 weeks' benefit can be paid, and that only entitlement as is determined by the contribution history can be paid within that 52-week period.

The claimant's lawyer wrote to the insurance branch supervisor on September 22, and referred to the latter's letter to the claimant dated August 21. The lawyer requested that the particulars contained in his letter of September 22 regarding the claimant's claim for benefit be considered by the insurance branch supervisor. The insurance branch supervisor replied to the lawyer by letter dated October 13, stating that the claimant's case was referred to the regional office in Winnipeg for a recheck of payments made to the claimant on his claim established March 10, 1963. The remainder of the reply reads:

> . . . We are now advised that, although he did not receive benefit at the time he made application, he did file a renewal claim effective December 29, 1963, and was paid nine weeks of benefit from January 5 to March 7, 1964, at which time the claim automatically expired. In view of the fact that he received benefit on this claim it was not possible to cancel the claim and, as a result, only the contribution weeks made since the commencement of that claim could be counted in determining his entitlement to benefit in his claim of March 8, 1964.
>
> In view of the above, the entitlement granted to [the claimant] in his claim of March 8, 1964, was correct.
>
> We regret that our reply cannot be more favourable.

The lawyer, in acknowledging receipt of the letter of October 13, stated that the regional office's decision had caused an unnecessary hardship in that the claimant was caught "in the web of rules regarding operation of the fund". He asked that his letter be treated as a notice of appeal to a board of referees.

A board of referees heard the case on November 26, 1964. The board's decision reads:

> . . . [the claimant's lawyer] submitted that the claimant was caught in the web of rules and regulations and that the Commission is correct. However, according to him, the regulations should be tampered with whenever they create hardship. The board feels that it does not make the rules but only applies them.
>
> Therefore the majority of the board would dismiss the appeal.

The dissenting member of the board of referees stated:

> I find myself in disagreement with my colleagues because the application filed on March 11, 1963, should have been declared void, because on the day that the initial application was made, the applicant was called back to work.
>
> While the letter of the law may dictate otherwise, I believe that an injustice is perpetrated because on March 11, the applicant, because of being re-employed, could not have made a valid claim for benefit. Because of his immediate re-employment, the benefit period established on March 10, to all intents and purposes, was never consummated and, therefore, should have been termed as not to have commenced.

The subsequent claim made on January 3, 1964, should have been declared a new application for benefit, because of my belief that the application of March 11, 1963, should have been declared void.

The facts in this case would indicate that the applicant contributed continuously from March, 1961, to the end of December, 1963, to the Unemployment Insurance Fund, during which time he would have no valid claim for benefit despite the fact that a benefit period was established.

The claimant appealed to the Umpire on January 5, 1965, and stated:

1. The benefit period established as of March 10, 1963 should have been regarded as not having commenced (Sec. 46(4) Unemployment Insurance Act, R.S.C. Ch. 50) for the reason that the claimant returned to work the day after applying for establishment of a benefit period.

2. There being no onus on the claimant to apply to have the period regarded as not having commenced, it is submitted that the onus was on the Unemployment Insurance Commission to have made this finding, particularly in view of the passage of time before the reapplication by the claimant for benefit.

3. Having consideration to the preceding submission, the application of the claimant in December 1963 should have been considered an application to establish a new benefit. It is submitted that the claimant was not negligent in not discovering that his application in December was being treated as a renewal rather than an application for a new benefit period. It is submitted that there is no onus on the claimant to satisfy himself that the Unemployment Insurance Commission is not interpreting and employing the provisions of the Statute for the fullest benefit to the claimant.

4. The application of the claimant in December 1963 should be treated as the application for establishment of a new benefit period. The benefits payable to the claimant on the basis of this being a new benefit period should be assessed on that basis.

In a statement of observations dated February 18, 1965 for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission, said:

1. The basic contention of the claimant's solicitor on behalf of the claimant is that the benefit period established effective March 10, 1963 should have been adjusted later so that the claimant could have possibly obtained a longer duration. In this connection the claimant contends that his true benefit period should have commenced only as from his renewal application for benefit filed on January 3, 1964.

2. According to section 45 of the Act a benefit period is established in respect of an insured person who has the required contributions, upon the making of a claim for benefit by such person. The claimant interested in this appeal did make a claim for benefit on March 11, 1963, and a benefit period was consequently properly established in respect of him as from the week of his claim.

3. Where a benefit period has been established in respect of an insured person it may be cancelled under certain circumstances as provided by Regulation 151. These circumstances are that no benefit was paid or payable in respect of that benefit period. In the present case benefit was payable and was paid for nine weeks in respect of the benefit period that extended from March 10, 1963 to March 7, 1964, and this benefit period cannot be cancelled.

4. As the claimant's benefit period that was established effective March 10, 1963, was not one that could be cancelled as provided by Regulation 151 it, therefore, follows that the benefit entitlement in connection with the subsequent benefit period, that was established effective March 8, 1964, had to be computed in accordance with section 48(1)(b)(ii) of the Act. According to section 48 a claimant, having satisfied the qualifying conditions, is entitled to receive one week's benefit for every two contribution weeks in the 104 week period immediately preceding the commencement of the benefit period with a maximum of 52 weeks benefit. However, if as in the present case, there was a previous benefit period, within the 104 weeks period referred to, only contribution weeks in the period of the 52 weeks preceding the week in which the claim is to commence or in the period since the commencement of the immediately preceding benefit period, whichever is the longer, can be included as one of the contribution weeks for this purpose. It will be seen from the foregoing formula that, as the claimant's subsequent benefit period was established effective March 8, 1964, only contribution weeks in the period since the commencement of the immediately preceding benefit period, March 10, 1963, could be included as contribution weeks for the purpose of computing the subsequent claim. The number of contribution weeks in the aforementioned period totalled 42 and the claim was correctly computed for a duration of 21 weeks benefit.

5. The Umpire has recognized the principle that the commencement date of a benefit period cannot be re-adjusted so as to give the maximum possible benefit to the claimant (CUB 1451). To try to determine in advance what would be the best time for a claimant to make a claim, would amount to engaging in speculation of a most dangerous nature in view of the intangibles involved and the unpredictable events of the future. The Umpire has held that the local office cannot advise a claimant of the most advantageous time in which to make a claim in order that he may draw the maximum amount of benefit (CUB 1336).

6. In CUB 1610 the Umpire ruled that in view of the inadequate rebuttal of the claimant's allegation that she had been fraudulently induced to sign an application for benefit on July 17, 1957, whereas she only wanted to register for employment, no valid application for benefit was filed by the claimant when she signed her initial application for benefit on July 17, 1957. The Umpire decided in that case that the valid initial application for benefit was made on November 21, 1957, and that the benefit period should be established, accordingly, if the claimant could prove, according to law, that she fulfilled the other conditions for establishment laid down in section 45 of the Act. The present case differs in that the claimant does not deny that he knowingly and on his own initiative, made a claim for benefit on March 11, 1963, and took no steps to withdraw the said claim on his return to work the following day.

7. As the claimant's benefit period, commencing March 10, 1963, was established in accordance with the Act and does not fulfil the conditions for cancellation prescribed in Regulation 151, it is respectfully submitted that the appeal should be dismissed.

Considerations and Conclusions: The Umpire must apply the law as he finds it and the law and jurisprudence which apply in the instant case are as stated by the Chief of the Adjudication Division of the Commission in his statement of observations dated February 18, 1965.

I consequently have no alternative but to decide to dismiss the claimant's appeal.

Decision CUB 2487, May 6, 1965

(*Translation*)

Summary of the main facts: The claimant filed, by mail, a renewal claim for benefits . . . on November 16, 1964. He stated that he had last worked as a cook at lumber camps . . . from May 14, 1964 to November 14, 1964. The reason he gave for his separation from employment was the "completion of wood-cutting operations." He was earning $13.95 a day.

On November 18, 1964, the claimant asked for payment at the dependency rate in respect of his 20-year-old daughter . . . . According to his statement, the latter was living at a . . . hospital where she is a student nurse and receiving $15 a month. He also added that, for the last three years, since his daughter's earnings were inadequate, he was providing monthly allowances for her.

On November 25, 1964, the insurance officer told the claimant that he was not entitled to payments at the dependency rate since he had not proved that he was maintaining a self-contained domestic establishment and was wholly or mainly supporting her therein, under section 47(3) of the Act and Regulation 168.

On December 2, 1964, the claimant appealed to the board of referees, saying:

. . . It is true that my daughter . . . receives room and board and a monthly payment of $15, but your Commission, I am sure, does not realize how much I have to spend to enable my daughter to pursue her studies. I have to provide for clothing and other expenses, especially this year, for her graduation. I can see a minimum of $500 in expenses that I will have for her this year.

I therefore believe that I am entitled to payments at the dependency rate.

If the insurance officer upholds his decision, I request that my case be submitted to a board of referees.

On December 21, 1964, the board of referees rendered a decision. It reads in part:

[The claimant], at the hearing of his case, had not submitted any new fact. The board of referees, therefore, considers that, in the present case, [the claimant] is not entitled to the dependency rate in respect of his daughter who is taking a nursing course at the hospital. Even though the latter is only earning $15 a month, she, nevertheless, receives room and board at the hospital. [She] does not live with her parents and consequently her father does not maintain a self-contained domestic establishment where she is presently living. Therefore, according to the Act, we cannot conclude that he is wholly or mainly supporting his daughter.

Under the circumstances, the board of referees, by a majority decision, upholds the previous decision of the insurance officer.

The dissenting member of the board of referees expressed the following opinion:

Even though [the claimant's daughter] lives at the hospital, where she is receiving free room and board and $15 a month during her nursing course, it was proved that the expenses she has in pursuing her studies are well over $500 a year, a sum which the claimant must provide to help his daughter, who is, after all, a minor and still dependent on her father.

For these reasons, I think that the decision of the insurance officer should be rescinded.

On January 19, 1965, *L'Union Catholique des Cultivateurs (Section des Bucherons)* (Bush Workers, Farmers' Union) of Rimouski, of which the claimant is a member, appealed the decision of the Umpire in the following terms:

. . . It is our opinion that the claimant is the main supporter of his daughter . . . . Even though the latter receives room and board and earns a salary of $15, the claimant has to provide quite substantial sums, each month, especially during the current academic year, because she has to take a three months' course in a Quebec hospital before graduation. Her father has to provide for her transportation expenses which are quite high. Also, she will have to buy a special dress and ring for her graduation, pay her fee for the banquet, etc. Her father will always have to meet the expenses. We also note that, when [the claimant's daughter] was sick, her father had to pay the doctor.

[The claimant's daughter] must consequently rely on her father to pay for all her clothing, her travelling expenses, the doctor's fees, etc. In all, [the claimant] will have to spend approximately $700 for his daughter during the present year.

Consequently, we believe that the claimant should be considered as supporting his daughter . . . .

Considerations and Conclusions: The provisions that apply in the present case require that a claimant, in order to have a child 16 years old or more considered as a dependant under the Act, must not only maintain a self-contained domestic establishment but support that dependant therein. But, as the board of referees maintained in its unanimous decision, the claimant's daughter lives mostly at the hospital where she is taking a nursing course.

According to the above statements, the question is not whether the claimant wholly or mainly supports his daughter. Even if it were so, he would not have sufficiently proved his general statements regarding the matter.

On these grounds, I decide to confirm the decision of the board of referees and reject the Federations' appeal.

Wage Schedules Prepared and Contracts Awarded in July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 324 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 246 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 248 contracts not listed in this report that contained the General Fair Wages Clause, were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	105	$1,503,789.00
Post Office	6	161,357.89
Public Works	1	17,910.00
Transport	1	4,466.61

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made During July

During July the sum of $2,617.96 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 38 workers concerned.

Contracts Containing Fair Wage Schedules Awarded During July

DEPARTMENT OF AGRICULTURE

Shellmouth Man: Widdicombe Construction Ltd & Low Bros Construction Ltd, construction of main embankment for Shellmouth dam, Assiniboine river storage project (stage 1) *Winnipeg Man:* The Winnipeg Supply & Fuel Co Ltd, renewal of heating system for laboratory greenhouses. *Near Outlook Sask:* Kiewit-Johnson-Poole (Joint Venture) construction of spillway chute & basin, SSR project. *Near Carolside Alta:* Progressive Construction Co Ltd, construction of the Blood Indian Creek community storage project.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Pembroke Glass Ltd, installation of windows & doors, computer bldg 508, nuclear laboratories.

CENTRAL MORTGAGE AND HOUSING CORPORATION

New Glasgow, Stellarton & Trenton N S: Banfield & Miles Ltd, exterior painting of houses, Vets 2/48, 1 & 2/48 & 1/48. *Montreal area Que:* Tousignant Decorator Co, painting, caulking & siliconing of various housing units, Villeray Terrace, Park Royal & Place Benoit; Tousignant Decorator Co, painting, caulking & siliconing of various housing units, Terrasse Belleville, Terrasse St Michel & Boulevard Pie IX apt. *Pierrefonds Que:* Langsner-Fuhrer Inc, repairs to heating system, Cloverdale Park.

Sherbrooke Que: Stanislas Belanger, repairs to heating system, Terrasse Vimont. *Ville Jacques Cartier Que:* S Engel & Son Ltd, repairs to heating system, etc, Bellerive apts. *Brandon Man:* Nu-Way Decorating, exterior painting of housing units, 3/48. *Swift Current Sask:* Paul Stover Construction Ltd, construction of housing units, site improvement & sodding, FP 3/64. *Leduc Alta:* E M From, landscaping, Linsford Place. *Vancouver B C:* Neil Meyers, exterior painting of housing units, Fraserview.

In addition, this Corporation awarded 16 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Oka Indian Agency Que: Bisson Rotary Drilling, well drilling, Oka reserve. *James Bay Indian Agency Ont:* North Star Plumbing Ltd, renovations to school & warehouse, Moose Fort residential school. *Parry Sound Indian Agency Ont:* Bert Taylor Construction Ltd, road work, Moose Deer Point reserve. *Portage la Prairie Indian Agency Man:* McGimpsey Plumbing & Heating, water treatment equipment extension, Birtle residential school. *Battleford Indian Agency Sask:* Novak Construction, road work, Thunderchild, Poundmaker & Sweetgrass reserves.

Crooked Lake Indian Agency Sask: J R Ulmer, road construction, Cowessess reserve. *Duck Lake Indian Agency Sask:* Piggott Construction Ltd, renovations to dormitory, washroom & kitchen, Duck Lake residential school. *Meadow Lake Indian Agency Sask:* Art's Plumbing & Heating Ltd, supply & installation of plumbing, sewage disposal, water supply & heating systems, Big Island Lake school bldgs. *Shellbrook Indian Agency Sask:* Potts Construction Ltd, road work, Sandy Lake & Mistawasis reserves.

Blackfoot Indian Agency Alta: J T Ostram & K A Graff, structural & electrical alterations to Crowfoot residential school. *Blood Indian Agency Alta:* Hall Bros Plumbing Ltd, installation of plumbing, heating & electrical facilities in teacherage, Standoff day school; Kenwood Engineering Construction Ltd, additions & revisions to Blood residential school.

Lesser Slave Lake Indian Agency Alta: Forrester Water Well Drilling Ltd, drilling of well, Sucker Creek reserve.

Stony Sarcee Indian Agency Alta: Edgar Pears, construction of road, Stony reserve. *Kamloops Indian Agency B C:* Rural Well Drillers Ltd, well drilling. *Stuart Lake Indian Agency B C:* K Moore & Co Ltd, renovations to bathroom, Lejac residential school. *Williams Lake Indian Agency B C:* K Moore & Co Ltd, installation of water supply for Anahim Lake day school, Squinas reserve 2.

DEFENCE CONSTRUCTION (1951) LIMITED

Near St John's Nfld: Hillcrest Contracting Ltd, construction of drill hall, Fort Pepperell. *Cornwallis N S:* Bernard Painters Ltd, exterior painting of married quarters, HMCS *Cornwallis. Dartmouth N S:* Urban Construction Ltd, construction of steel prefabricated maintenance bldg. *Greenwood N S:* Bedard-Girard Ltd, installation of vasis units (electrical work), RCAF Station; Municipal Spraying & Contracting Ltd, replacement of manhole covers in taxiway, RCAF Station. *Halifax N S:* Malach Roofing & Flooring Ltd, roof repairs, armoury; Malach Roofing and Flooring Ltd, balcony & canopy repairs & waterproofing, Windsor Park; The Vipond Automatic Sprinkler Co Ltd, installation of fire protection & sprinkler system, HMCS *Dockyard.*

Barriefield Ont: T P Crawford Ltd, reroofing of bldgs. *Hamilton Ont:* Toronto Building Cleaning & Tuckpointing Ltd, exterior repairs to James Street armoury. *Trenton Ont:* Alsco Distributors of Eastern Ont Ltd, supply & installation of metal windows, RCAF Station; Bedard-Girard Ltd, installation of vasis units (electrical work), RCAF Station.

Portage la Prairie Man: A Forsythe Coal Co Ltd, installation of pipe arch culvert & manhole, RCAF Station; Huber Electric Ltd, installation of vasis units (electrical work), RCAF Station. *Rivers Man:* Hay Decorating Co Ltd, exterior painting of married quarters & garages, RCAF Station; Midway Roofing & Supply Ltd, roofing repairs to hangar 3 & bldgs. *Shilo Man:* Lount Oil Heating Co Ltd, replacement of boilers & furnaces, camp. *Winnipeg Man:* Dominion Bronze Ltd, supply & installation of metal windows, RCAF Station; Randall Plumbing & Heating Ltd, replacement of steam boilers, McGregor Armoury.

Moose Jaw Sask: Huber Electric Ltd, installation of vasis units (electrical work), RCAF Station. *Cold Lake Alta:* Poole Engineering Co Ltd, repairs to road, driveway & sidewalks in married quarters' area, RCAF Station. *Namao Alta:* Huber Electric Ltd, installation of vasis units (electrical work), RCAF Station. *Ralston Alta:* South Eastern Construction & Distribution Services Ltd, installation of underground gas gathering lines for wells 28 & 29; Dutch Bros Paints Ltd, interior & exterior painting of housing units. *Wainwright Alta:* W J Bennett Contractors Ltd, repairs to wood trusses & columns, military camp.

Chilliwack B C: Columbia Bitulithic Ltd, construction of roads, etc, camp.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Curran & Briggs Ltd, alterations to steam pits, RCAF Station. *Aldershot N S:* D J Lowe Ltd, replacement of exterior doors & window sashes, camp. *Bedford N S:* Northern Roofing & Metal Workers (1961) Ltd, replacement of built-up roofings & flashings on bldg 40, RCNAD; Gray Bros, waterproofing exterior walls of bldg 40, RCN magazines. *Cornwallis N S:* Municipal Spraying & Contracting Ltd, repairs to asphalt pavements, HMCS *Cornwallis*; Raymond Moore waterproofing & drainage for married quarters, HMCS *Cornwallis;* D J Lowe Ltd, exterior painting of various bldgs, HMCS *Cornwallis.*

Dartmouth N S: Stevens & Fiske Construction Ltd, repairs to concrete platforms, steps & sidewalks, Shannon Park married quarters; Nichols Contracting Ltd, repairs to bldgs & utilities, Wallis Heights married quarters; Dean's Nursery Ltd, repairs to grassed areas, Wallis Heights married quarters.

Halifax N S: Maritime Asphalt Products Ltd, replacement of floor coverings in Canadian forces hospital, HMCS *Stadacona;* Parker Bros (1956) Ltd, interior painting of bldg; Osborne Head gunnery range; G A Redmond Trucking & Demolition Ltd, partial removal & capping of reinforced concrete wall, bldg 19, HMCS *Stadacona;* Tasco Sheet Metal & Roofing Co Ltd, repairs to roof grid, bldg 0-1, Osborne Head gunnery range; Webb Enrg Ltd, renewal of expansion joints in steam line, HMCS *Stadacona;* Western Plumbing & Heating Co Ltd, replacement of & repairs to warm air heating units in A, B & C blocks, Osborne Head gunnery range; Alex Grant, exterior painting of various bldgs, HMCS *Stadacona.*

Shearwater N S: L G & M H Smith Ltd, repairs to south jetty, RCN Air Station; Dartmouth Asphalt Co Ltd, repairs to asphalt pavements, base & roads, RCN Air Station. *Bagotville Que:* Alberio Levesque, laying asphalt pavement, RCAF Station; Potvin &

Simard Enr, asphalt pavement patching, RCAF Station. *Senneterre Que:* La Societe D'Entreprises Generales Ltee, resurfacing of road, RCAF Station. *Three Rivers Que:* Atlas Mastic, surface asphalt pavement, drill hall floor, armoury; Charles Auguste Trudel, interior & exterior painting, armoury, 574 St Francois-Xavier Street.

Belleville Ont: J J Forestell Association, resurfacing drill hall floor, armoury. *Centralia Ont:* Heywood Bros, interior pointing of married quarters, RCAF Station. *Chatham Ont:* Kon Lukst Construction, general maintenance, armoury. *London Ont:* George Andelfinger, exterior painting of various bldgs, Wolseley Barracks. *Owen Sound Ont:* Elwood D Jackson, general repairs & exterior painting, armoury. *Petawawa Ont:* Edmund Turcotte, construction of parking lot, etc, camp.

Picton Ont: Reynard Painting Co, exterior painting of married quarters, camp; William Kuypers, repairs to walls & replacement of window sashes, camp. *St Thomas Ont:* George Keen Construction Ltd, general maintenance of armouries. *Sioux Lookout Ont:* C E Olson, interior painting of barrack blocks, RCAF Station. *Toronto Ont:* Sentinal Paving & Construction Ltd, road repairs, HMCS *York;* Cook Paving Co Ltd, road and sidewalk repairs & regrading serges, personnel depot 6.

Trenton Ont: Walter F MacCormack, repainting exterior steel on hangar 10, RCAF Station; H J Beamish Construction Co Ltd, cleaning, resealing joints & repair of cracks in concrete apron, hangar 10, RCAF Station. *Weston Ont:* Lux Painting Co, exterior painting of bldgs 3, 5 & 5A, RCAF site.

Gimli Man: Easton Plumbing & Heating Contracting Ltd, supply & installation of heating & ventilating systems in briefing room, hangar 2, RCAF Station; Easton Plumbing & Heating Contracting Ltd, supply & installation of heating & ventilating systems in briefing room, hangar 1, RCAF Station. *Winnipeg Man:* Western Asbestos (1963) Ltd, replacement of cedar shingles, bldg 13, RCAF Station. *Dundurn Sask:* Home Ease Heating Ltd, improvement to heating distribution, married quarters, camp. *Yorkton Sask:* Klein Painters & Decorators (Yorkton) Ltd, interior painting of various bldgs, RCAF Station.

Calgary Alta: W J Kutasinski, waterproofing basements of married quarters, Currie Barracks. *Edmonton Alta:* Dominion Gunite (1964) Ltd, mudjacking of curbs, etc, Griesbach barracks; Haddow & Maughan Ltd, replacement of condensate line, Griesbach Barracks. *Comox B C:* Courtenay Decorators, interior painting of married quarters, RCAF Station. *Esquimalt B C:* Williams, Bray & Williams Ltd, repairs & alterations to "A" jetty, HMCS *Dockyard.*

Puntzi Mountain B C: Federal Joint Sealing Co of Canada Ltd, paving, RCAF Station. *Victoria B C:* P T Holdsworth, exterior painting of camp bldgs, Work Point Barracks. *Whitehorse Y T:* General Enterprises Ltd, regrading of resurfacing of road, RCAF radio site.

In addition, this Department awarded 72 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: Babcock-Wilcox & Goldie McCullough Ltd, supply & erection of watertube steam generator for Union Station boiler plant, Terminal Avenue.

NATIONAL HARBOURS BOARD

Halifax N S: J G Fitzpatrick Ltd, replacement of siding on the landside of shed 22, ocean terminals. *Montreal Que:* Inspiration Ltd, construction of wharf from section 68 to 72. *Quebec Que:* Canadian Ice Machine Co, supply & installation of blast freezer for fish house plant. *Vancouver B C:* Fort Construction (1962) Ltd, roof reconstruction, sheds 2, 3 & 4, Lynn Creek marine terminals; The Fraser River Pile Driving Co Ltd, installation of finger floats, False Creek fishermen's terminal.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Leamington Ont: W J C Kaufmann Co, construction of nature centre, Pointe Pelee National Park. *Prince Albert National Park Sask:* Star Blacktop Ltd, seal coating of streets & roads. *Elk Island National Park Alta:* Everall Construction (Edmonton) Ltd, seal coating of streets & roads.

POST OFFICE DEPARTMENT

This Department awarded 73 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOANS OR GRANTS

Galt Ont: Raylena Construction Co Ltd, construction of Fourth Avenue trunk storm & sanitary sewer. *Winnipeg Man:* Inspiration Ltd, construction of Sutherland Avenue parallel interceptor sewers.

DEPARTMENT OF PUBLIC WORKS

L'Anse au Loup (Labr) Nfld: Gid Sacrey Ltd, construction of community stage & wharf extension. *Butcher's Cove Nfld:* Lorne E Hicks, construction of wharf. *Canning's Cove Nfld:* Saunders, Howell & Co Ltd, construction of canopy & holding unit. *Cape St Mary's Nfld:* All Sales Equipment Contracting Ltd, construction of access road to light station. *Channel-Port-aux-Basques Nfld:* McNamara Construction of Newfoundland Ltd, paving of grounds, federal bldg. *Fortune Nfld:* L G & M H Smith Ltd, breakwater-wharf repairs.

New Bonaventure Nfld: William A Trask Ltd, wharf replacement. *Newman's Cove Nfld:* William A Trask Ltd, wharf extension. *Plate Cove East Nfld:* Avalon Construction & Enrg Ltd, construction of canopy & holding unit. *Pleasantville Nfld:* W Chisholm Ltd, renovations & painting of floor, bldg 308. *St John's Nfld:* Babb Construction Ltd, wharf repairs. *St Vincent's Nfld:* Lafortune Construction Co, construction of wharf. *Seal Cove (Connaigre Bay) Nfld:* Glen Construction Co Ltd, construction of breakwater-wharf.

Savage Harbour P E I: L G & M H Smith Ltd, breakwater repairs. *Tracadie Harbour P E I:* Douglas & MacEwen Construction Co Ltd, breakwater repairs. *Victoria P E I:* Curran & Briggs Ltd, paving of wharf.

Halifax N S: Vipond Automatic Sprinkler Co Ltd, installation of automatic sprinkler system, RCMP Thornvale Barracks; Arthur & Conn Ltd, relighting & rewiring of RCMP divisional headquarters. *Sheet Harbour N S:* Fisher & Miller Construction Ltd, construction of federal bldg. *Escuminac N B:* Diamond Construction (1961) Ltd, harbour improvements. *Rexton N B:* Gerard Johnson, wharf demolition. *Shippegan N B:* Connolly Construction Ltd, installation of industrial water supply, pumphouse & motors.

Carleton Que: Gulf Maritime Construction Ltd, wharf extension. *Contrecoeur Que:* Les Entreprises Jean R Denoncourt Enrg, construction of protection works; Les Entreprises Jean R Denoncourt Enrg, repairs to retaining wall. *Dorval Que:* Nation Wide Interior Maintenance Co Ltd, interior cleaning for postal accommodation, air cargo bldg, airport. *Etang des Caps (M I) Que:* Turbide & Jomphe Enrg, harbour improvements. *Gaspe Que:* Eudore McRae, interior cleaning, federal bldg. *Grande Riviere Que:* Sandy Beach Construction Ltd, wharf repairs.

Grosse Ile Que: Rigid Structure Inc, construction of prefabricated barn with annexes for Dept of Agriculture maximum security quarantine station. *Grosse Ile (M I) Que:* Adrien Arsenault, roadway & breakwater repairs. *Montreal Que:* Mechanical Contractors Ltd, supply & installation of water chilled unit in customs examining warehouse, 400 Youville Square; Turnbull Elevator of Canada Ltd, conversion of elevator, International Civil Aviation Organization; Oscar Brault, interior cleaning & grounds maintenance, post office, 11200 Boulevard Pie IX.

Pointe au Loup (M I) Que: Wendall Chiasson, slipway enlargement. *Quebec Que:* Paul-Arthur Tremblay, general alterations, Le Cavalier bldg, La Citadelle. *Riviere au Renard Que:* Elias Blouin, repairs to protection works. *Riviere St Jean Que:* Lang Construction Ltd, construction of landing pier. *Romaine Que:* Charles Verreault, construction of landing pier. *Sheldrake Que:* Charles Verreault, construction of breakwater.

Belle Ewart Ont: Con-Bridge Ltd, wharf reconstruction (stage 2). *Campbellford Ont:* H G Williams, interior cleaning & maintenance of federal bldg. *Glencoe Ont:* West York Construction Division of Toryork Sales Ltd, construction of post office bldg.

Ottawa Ont: A Lanctot Construction Co Ltd, installation of windows & doors, Rideau Hall; J H Lock & Sons Ltd, modifications to laboratories refrigeration system, Geological Bldg, 601 Booth Street; Three-Stars Building Cleaning, interior cleaning of Geological Bldg, 601 Booth Street; Allied Building Services (1962) Ltd, interior cleaning of Hunter Bldg; Viking Automatic Sprinklers (Canada) Ltd, installation of basement sprinkler system, RCMP headquarters; Henri D'Aoust Lumber Ltd, installation of windows, Dominion Observatory & Seismology Bldg; J R Statham Construction Ltd, cafeteria improvement, RCMP headquarters; Latulippe Bros, removal of ashes from central heating plants; Walter Woods, exterior painting & repairs, Hunter Bldg; Beaudoin Construction Ltd, general alterations to room 30, food & drug laboratory, Tunney's Pasture; R R Construction, construction of fire exits, RCMP headquarters; Lord & Burnham Co Ltd, installation of greenhouse shades, Rideau Hall; T P Crawford Ltd, alterations to basement mechanical ventilation system, "A" division, "S" directorate, RCMP headquarters; A Lanctot Construction Co Ltd, alterations, 1010 Somerset

Street, W; Durie Mosaic & Marble Ltd, epoxy floorings, West Block, Parliament Bldgs; Beaudoin Construction Ltd, alterations for computer room, "A" bldg, Cartier Square; A Lanctot Construction Co Ltd, alterations, Hunter Bldg; Beaudoin Construction Ltd, alterations to partitions, temporary bldg 8; A Lanctot Construction Co Ltd, repairs & refinishing, various rooms, centre block, Parliament Bldgs; Lord & Burnham Co Ltd, mechanical & electrical improvements to greenhouse, CEF; J R Statham Construction Ltd, alterations, third floor, temporary bldg 8; Met-Wo Industries Ltd, installation of venetian blinds in temporary bldgs 2, 3 & 4.

Port Loring Ont: Alfred Haigh, wharf repairs. *Port Stanton (Sparrow Lake) Ont:* Bar-Way Marine Ltd, wharf extension. *Sarnia Ont:* Chamber Electric Co, installation of wharf lighting. *Scarborough Ont:* Renkay Construction Ltd, alterations for Public Archives of Canada, federal bldg, 651 Warden avenue. *Toronto Ont:* Willard Decorating, exterior painting & glazing city delivery bldg; R T Services Ltd, installation of fire alarm system, city delivery bldg; Bruce (EDP) Services Ltd, computer installation for the Dept of Transport Climatology Division, Mackenzie Bldg.

Watford Ont: George Shabsove Construction, construction of post office bldg. *Weston Ont:* Harry S Denning Cleaning Service Ltd, cleaning & maintenance of federal bldg, 2050 Weston Road. *Wikwemikong Ont:* Gorsline Construction Ltd, construction of school & teachers' residence. *Windermere Ont:* Owen J Walbridge, wharf repairs & extension. *Emerson Man:* Bird Construction Co Ltd, construction of animal inspection corral for Dept of Agriculture. *Fort Churchill Man:* Brothan Painting Co Ltd, painting of various bldgs for the Dept of Northern Affairs & National Resources.

Pelly Sask: C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Shellbrook Sask:* Cecil E Johnson, interior cleaning of federal bldg. *Calgary Alta:* Wyatt Construction Co Ltd, alterations, fourth floor, Customs Bldg. *Alert Bay B C:* Kirkland & Creelman Construction, float renewal in boat harbour; Ed Sawchuck Contracting Co Ltd, construction of seaplane landing. *Alice Arm B C:* Horie & Tynan Construction Ltd, wharf replacement. *Horseshoe Bay B C:* The Fraser River Pile Driving Co Ltd, wharf repairs.

Pacific Highway B C: Standard-General Construction (Int) Ltd, removal of paving, installation of drainage & repaving of concourse. *Prince George B C:* Dezell Construction Co Ltd, installation of additional postal facilities, federal bldg; Prince Sheet Metal & Heating Ltd, reroofing of federal bldg. *Sointula B C:* The Fraser River Pile Driving Co Ltd, harbour improvements. *Vancouver B C:* Walker Construction, alterations, second floor, Winch Bldg. *Vanderhoff B C:* E & L Construction, alterations for RCMP accommodation, federal bldg.

Inuvik N W T: J Mason & Sons Ltd, interior & exterior painting of federal housing units; Yukon Construction Co Ltd, construction of floating wharf (Boot Lake). *Whitehorse Y T:* Christensen & McLean Roofing Ltd, reroofing of federal bldg.

In addition, the Department awarded 66 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois, Cote Ste Catherine & St Lambert Que: Maritime Steel & Foundries Ltd, modifications to fender machinery 2, locks 1 to 4 incl. *Cote Ste Catherine Que:* Rivermont Construction Co Ltd, construction of temporary roadway to Industrial Park. *Port Colborne Ont:* Canadian Dredge & Dock Co Ltd, entrance wall extension, south of guard gate, Welland Canal. *St Catharines Ont:* John Gaffney Construction Co Ltd, construction of timber floating units, Welland Canal; Moir Construction Co Ltd, entrance wall extension, lock 6 east, Welland Canal. *Thorold Ont:* Bridge & Tank Co of Canada Ltd, supply & installation of valve operating machines for lock 6 west intake, Welland Canal.

DEPARTMENT OF TRANSPORT

Goose Bay (Labr) Nfld: J W Lindsay Construction Co Ltd, paving of roads & installation of water & sewer mains, airport. *Gander Nfld:* Goodyear Paving Ltd, repairs & resealing roads, international airport. *Moncton N B:* McDonald Paving & Construction Ltd, construction of parking area & extension to water distribution system. *Baie Comeau (Pte Lebel) Que:* Nordbec Construction Inc, construction of VOR bldg & related work. *Dorval Que:* Charles Duranceau Ltd, construction of concrete curbs, gutter & drainage for entrance road & car park, Montreal International Airport.

Grindstone (M I) Que: Turbide & Jomphe Ltd, construction of single dwellings. *House Harbour (M I) Que:* J W Delaney Ltd, treating & reseeding runway shoulders, airport. *Mont Joli (Luceville) Que:* Adrien Berube, construction of VOR bldg & related work. *Sorel Islands Que:* Turnbull Construction Inc, reconstruction of submerged weirs in the St Lawrence River.

(Continued on page 848)

PRICE INDEXES

Consumer Price Index, August 1965

The first decrease in 10 months, the consumer price index (1949=100) declined 0.1 per cent to 139.4 at the beginning of August, from 139.5 in July. The August index was 2.4 per cent higher than the August 1964 index of 136.1.

The indexes for food and clothing decreased by 0.9 per cent and 0.3 per cent, respectively, the housing, transportation, health and personal care, and tobacco and alcohol components edged upward, and the recreation and reading index was unchanged.

The food index decreased 0.9 per cent to 137.8 from 139.0, reflecting lower prices for fresh vegetables, grapes, bananas, oranges, orange juice, sugar, tea, corn flakes, cookies, ice cream, round steak, blade roasts, and liver. Higher prices were reported for eggs, most meats, fish, poultry, cheese, some fresh fruits, and most canned fruits and vegetables.

The housing index moved up 0.1 per cent to 141.2 from 141.1 as a result of increases in both the shelter and household operation components. Within shelter, both the rent and home-ownership indexes were fractionally higher. In household operation, higher prices for household supplies, coal, kitchen furniture, and household effects insurance offset lower prices for living room and bedroom suites, carpets, textiles, and utensils and equipment.

The clothing index declined 0.3 per cent to 120.7 from 121.1 reflecting widespread August sales of summer apparel and footwear.

The transportation index rose 0.6 per cent to 147.9 from 147.0. The automobile operation component advanced as lower prices for new cars were outweighed by higher prices for automobile insurance and gasoline. An increase in train fares and scattered increases in taxi fares moved the travel and local transportation components upward.

The health and personal care index increased 0.2 per cent to 175.8 from 175.4 as a result of increased prices for some personal care items and men's haircuts. The health care component decreased slightly with lower prices for prescriptions and other pharmaceutical products.

The recreation and reading index was unchanged at 154.6.

The tobacco and alcohol index rose 0.1 per cent to 122.6 from 122.5 because of increased liquor prices in the Atlantic provinces.

Group indexes one year earlier (August 1964) were: food 135.1, housing 138.7, clothing 118.9, transportation 141.4, health and personal care 167.5, recreation and reading 151.5, tobacco and alcohol 120.2.

City Consumer Price Indexes, July 1965

Consumer price indexes advanced in nine of the ten regional cities between June and July; the index for the tenth declined. Increases ranged from 0.1 per cent in Saskatoon-Regina, Edmonton-Calgary and Vancouver, to 0.6 per cent in Ottawa. The index for Winnipeg decreased 0.4 per cent.

Food indexes increased in seven cities and declined in three. Six housing indexes were higher, two lower, and two unchanged. In clothing, indexes in three cities rose, three declined and four were constant. Indexes for transportation advanced in five cities, edged down in three, and were unchanged in two. Movements for health and personal care were mixed, with four indexes up slightly, five down, and one unchanged. Tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between June and July were: Ottawa +0.8 to 139.3; Montreal +0.6 to 139.0; Saint John +0.4 to 138.0; St. John's +0.3 to 123.5*; Halifax +0.3 to 135.4; Toronto +0.3 to 141.1; Saskatoon-Regina +0.1 to 132.3; Edmonton-Calgary +0.1 to 130.6; Vancouver +0.1 to 135.3; Winnipeg −0.5 to 135.4.

Wholesale Price Index, July 1965

Canada's general wholesale index (1935-39=100) eased to 251.8 in July, 0.1 per cent lower than the June index of 252.0, but 2.8 per cent higher than the July 1964 index of 245.0.

Four of the eight major group indexes were lower in July and four were higher.

The vegetable products group index declined 0.8 per cent to 219.1 from 221.0, and the textile products group index dropped 0.4 per cent to 246.2 from 247.2. Two major group indexes were lower by 0.1 per cent or less in July; the non-ferrous metals products group index declined 0.1 per cent to 219.4 from 219.7; and the wood products group index to 333.0 from 333.1.

The animal products group index rose 0.8 per cent to 276.3 from 274.0, and the chemical products group index advanced 0.6 per cent to 202.6 from 201.4.

The non-metallic minerals products group index increased 0.3 per cent to 191.2 from 190.7, and the iron products group index rose to 266.7 from 266.6.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased down in the three-week period ended July 23 to 245.2 from 245.3. The field products index declined slightly to 191.5 from 191.7 and the animal products price index eased to 298.9 from 299.0.

---

* On base June 1951=100.

The price index of residential building materials (1935-39=100) edged up 0.2 per cent in July to 343.7 from 343.1 in June. On the base 1949=100, it rose to 150.7 from 150.5.

The price index for non-residential building materials (1949=100) increased 0.3 per cent to 148.5 from 148.1.

U.S. Consumer Price Index, July 1965

The United States consumer price index (1957-59=100) rose to 110.2 in July from 110.1 in June. A year ago the July index was 108.3.

The increase in the index in July was essentially seasonal. Over the years, the index has generally gone up by three tenths of a point in July, but the reduction in excise taxes on many items in June this year slowed the recent trend toward higher consumer prices.

Price increases were reported for pork products, beef, veal, eggs, potatoes and cigarettes. Decreases were reported in prices for fresh fruits, lettuce, cabbage, watermelons, cucumbers, tomatoes, green peppers and many apparel items.

British Index of Retail Prices, June 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 112.7 in mid-June, compared with 112.4 in mid-May and 107.4 in mid-June 1964.

The rise in the index was due to increases in the price of eggs, beef and some vegetables, partly offset by a reduction in potato prices.

The index for the food group rose by one-half of 1 per cent to 112.5, compared with 111.9 in May.

Charges for fuel and light rose by less than 1 per cent; transport and vehicles group increased .2 per cent; services, such as hairdressing, laundering and shoe repairing, rose by nearly one-half of 1 per cent. The other six groups showed little change.

Wage Schedules

(*Continued from page 846*)

Ville La Salle Que: Leonard J Weber Construction Co, construction of east extension to hydraulic models bldg & related work. *Near Kingston Ont:* Fort Construction & Equipment Ltd, construction of reinforced concrete lighthouse & fog alarm bldg, False Ducks Island light station. *Kirkfield Ont:* Newcon Construction Ltd, mechanical rehabilitation of lift lock. *Ottawa Ont:* Modern Building Cleaning, cleaning services, radio regulations engineering laboratory; Coady Construction Ltd, construction of transmitter bldg & related work.

St Catharines Ont: King Paving & Materials Ltd, construction of runway taxi for parking apron, Niagara District Airport. *Lynn Lake Man:* Claydon Co Ltd, improvements to runway 07-25 & extension of aircraft parking apron. *Winnipeg Man:* Grinnell Co of Canada Ltd, installation of fire protection sprinkler system in hangar 3, international airport; McCormick Electric Ltd, supply & installation of power supply cable, etc, field electrical centre, international airport.

Grande Prairie Alta: Huber Electric Ltd, reinstallation of medium intensity lighting on runway 06-24 & related work, airport. *Lethbridge Alta:* Oliver Chemical Co Lethbridge Ltd, replacing water supply line & related work. *Cape Mudge B C:* Johnson Construction, construction of single dwelling & demolition of existing dwelling. *Victoria B C:* Jensen & Johnson Landscape Contractors Ltd, maintenance of landscaped grounds & interior plantings, international airport. *Norman Wells N W T:* Yukon Construction Co Ltd, construction of storage bldgs & related work.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

DEPARTMENT OF VETERANS AFFAIRS

Ste Anne de Bellevue Que: Miran Co Ltd, repairs to roads & sidewalks, Ste Anne's Hospital; Delphis Cote Ltd, roof repairs, Ste Anne's Hospital.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Application for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 203

Apprenticeship

1. JOINT COMMITTEE FOR THE TRUCKING INDUSTRY. *National Trucking Industry Apprenticeship Standards for Truck Mechanics; a Guide for the American Trucking Associations, Inc. and the International Association of Machinists, AFL-CIO.* Washington, GPO, 1965. Pp. 34.

2. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *The National Apprenticeship Program.* 1965 edition. Washington, GPO, 1965. Pp. 31.

Business

3. DONHAM, PAUL. *New Enterprises and Small Business Management; the Problems of establishing and operating a Small Business* [by] Paul Donham [and] John S. Day. Homewood, Ill., R. D. Irwin, 1959. Pp. 836.

4. THAIN, DONALD HAMMOND. *Business Administration in Canada* [by] Donald H. Thain, John J. Wettlaufer [and] Samuel A. Martin, assisted by Michiel R. Leenders. Toronto, McGraw-Hill [c1961]. Pp. 889.

5. METCALF, WENDELL O. *Health Maintenance Programs for Small Business.* 2d ed. Washington, GPO, 1964. Pp. 64.

6. U.S. SMALL BUSINESS ADMINISTRATION. *Federal Income Tax Reductions and Small Business.* Washington, GPO, 1964. Pp. 31.

Explains how the enactment of the 1964 tax legislation will benefit small business in the U.S.

Collective Bargaining

7. SASKATCHEWAN GOVERNMENT EMPLOYEES' ASSOCIATION. *"The Saskatchewan Experience", a Case Study in Genuine Collective Bargaining in the Public Service. A Presentation to a Conference of Government and Employee Association Representatives, Halifax, Nova Scotia, September 25-26, 1963, sponsored by Canadian Federation of Government Employee Organizations.* [Regina, 1963?] Pp. 23, [37]

Examines ". . . in detail the system for giving effect to collective bargaining in the public service that has been developed by the Government of Saskatchewan and the Saskatchewan Government Employees' Association (S.G.E.A.) during the period 1945-1963."

8. U.S. BUREAU OF LABOR STATISTICS. *Major Collective Bargaining Agreements; Grievance Procedures.* Washington, GPO, 1964. Pp. 80.

This study, based on an analysis of 1,717 collective bargaining agreements covering 7.4 million workers, provides information on the scope of grievance procedures, the presentation of grievances and the procedure in processing them. The appendices contain selected grievance procedures reproduced in full, and selected grievance clauses negotiated by small companies.

Economic Conditions

9. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Ireland.* [March 1965. Paris, 1965]. Pp. 35.

Briefly examines the present economic situation and economic policy in Ireland.

10. U.S. BUREAU OF LABOR STATISTICS. *Computation of Cost-of-Living Indexes in Developing Countries.* Prepared for Agency for International Development. Washington, GPO, 1964. Pp. 43.

Education

11. HUTCHINS, ROBERT MAYNARD. *The Higher Learning in America.* New Haven, Yale University Press, c1936. Pp. 119.

12. JOHNSON, FRANCIS HENRY. *A History of Public Education in British Columbia.* Vancouver, Publications Centre, University of British Columbia, 1964. Pp. 279.

13. MORRIS, FREDERICK CLINTON. *Effective Teaching; a Manual for Engineering Instructors.* 1st ed. New York, McGraw-Hill, 1950. Pp. 86.

"Prepared under the sponsorship of Committee on Teaching Manual, American Society for Engineering Education."

14. NATIONAL SOCIETY FOR THE STUDY OF EDUCATION. *Art Education,* by the Yearbook Committee and Associated Contributors. Edited by W. Reid Hastie. Editor for the Society: Herman G. Richey. Chicago, NSSE; distributed by the University of Chicago Press, 1965. Pp. 357. (Yearbook of the National Society for the Study of Education [new series] 64th, pt. 2.)

15. NATIONAL SOCIETY FOR THE STUDY OF EDUCATION. *Vocational Education,* by the Yearbook Committee and

Associated Contributors. Edited by Melvin L. Barlow. Chicago, NSSE; distributed by the University of Chicago Press, 1965. Pp. 301. (Yearbook of the National Society for the Study of Education [new series] 64th, pt. 1)

16. PHI DELTA KAPPA SYMPOSIUM ON EDUCATIONAL RESEARCH. 4th, UNIVERSITY OF INDIANA, 1962. *Simulation Models for Education. Fourth Annual . . . Symposium on Educational Research sponsored by Phi Delta Kappa, Alpha Campus Chapter of Phi Delta Kappa, School of Education, Indiana University.* Edited by Nicholas A. Fattu and Stanley Elam. [Bloomington, Ind., Phi Delta Kappa, Inc., c1965]. Pp. 172.

This symposium on educational research studied various forms of simulation such as role playing, management games, or hypothetical problems submitted to a computer for solution.

17. STANLEY, JULIAN CECIL. *Measurement in Today's Schools.* 4th ed. Englewood Cliffs, N.J., Prentice-Hall, 1964. Pp. 414.

First to third editions by C. C. Ross. This book is concerned with educational measurement.

18. U.S. DEPARTMENT OF AGRICULTURE. ECONOMIC RESEARCH SERVICE. *Characteristics of School Dropouts and High School Graduates, Farm and Nonfarm, 1960.* Washington, GPO, 1965. Pp. 32.

19. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Vocational and Technical Education; a Review of Activities in Federally Aided Programs, Fiscal Year 1963.* [Washington, GPO, 1964]. Pp. 68.

20. WILKINSON, BRUCE WILLIAM. *Some Economic Aspects of Education in Canada.* Cambridge, Massachusetts Institute of Technology, Libraries, Microreproduction Laboratory, 1964.

Microfilm copy (positive) of typescript. Collation of the original: 299 pages. Thesis (Ph.D.) —Massachusetts Institute of Technology, 1964.

"The purpose of this dissertation is to examine several particular economic problem areas in Canadian educational programs."

Employment Management

21. INDUSTRIAL RELATIONS COUNSELORS, INC. *Applying Behavioral Science Research in Industry. Papers and Discussions at a Symposium conducted by Industrial Relations Counselors, inc., held at Tarrytown, New York, April 25-26, 1963.* New York, 1964. Pp. 113.

Presents papers describing specific industrial research projects carried out in five companies. Contents: Use of Test Data in Selection and Placement. Employee Attitude Survey—the Sears Program. Identifying the Elements of Effective Management. Accomplishing Changes in Organizational Structure. Innovative Organizations—a study in organization development.

22. MARENCO, CLAUDINE. *L'introduction de l'automation dans les bureaux: l'administration du changement; les modalités d'adaptation des individus et des groupes.* Paris, Université de Paris, Institut des sciences sociales du travail, Centre de recherches, 1963. Pp. 61.

23. ROSE, HOMER C. *The Development and Supervision of Training Programs, including The Instructor and his Job,* by Homer C. Rose. Chicago, American Technical Society 1964. Pp. 277, 281.

24. U.S. BUREAU OF LABOR STATISTICS. *Employer Expenditures for Selected Supplementary Remuneration Practices; Finance, Insurance, and Real Estate Industries, 1961.* Washington, GPO, 1964. Pp. 72.

Labour Laws and Legislation

25. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Minimum Wages, Equal Pay for Equal Work, Hours of Work, Weekly Rest-Day, Holidays, Fair Employment Practices, Notice of Termination of Employment and Workmen's Compensation.* December, 1964. Ottawa, Queen's Printer, 1965. Pp. 45.

26. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Nicaragua.* Washington, 1964. Pp. 99.

27. WANCZYCKI, JAN K. *Quebec Labour Code and the Status of Unions and Collective Agreements.* Quebec, Les Presses de l'Université Laval, 1965. Pp. 5-45.

Extrait de *Relations industrielles,* Vol. 20, nº 2, avril 1965.

The author is employed in the Legislation Branch, Federal Department of Labour. He examines the status of unions and collective agreements under the Quebec Labour Code enacted in 1964, and analyzes the new provisions of the Labour Code with respect to these questions. He also reviews laws and decisions regarding unions and collective agreements in Quebec and in other provinces.

Labouring Classes

28. COLLOQUE INTERNATIONAL SUR LES ACCIDENTS ELECTRIQUES, PARIS, 1962. *Compte rendu des travaux.* [Genève, Centre international d'informations de sécurité et d'hygiène du travail] 1964. Pp. 281.

Ce Colloque a été organisé à Paris en mai 1962 par CIS avec le concours d'Electricité de France et de l'Institut national de sécurité de France.

29. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Work Stoppages, 1963 . . .* Washington, GPO, 1964. Pp. 47.

Examines trends, size and duration, issues, industries and localities affected, details of major stoppages, chronology of work stoppages involving 10,000 workers or more beginning January 1, 1963.

30. U.S. BUREAU OF LABOR STATISTICS. *Conducting a Labor Force Survey in Developing Countries.* Washington, GPO, 1964. Pp. 177.

Prepared for Agency for International Development.

Management

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Product Manager System; a Symposium.* New York, 1965. Pp. 126.

The product manager is "planner and coordinator of all major activities relating to his assigned product." A group of business executives in this symposium discussed the best way to make the product manager system work effectively. The appendix contains marketing organization charts and position guides of some companies.

32. U.S. SMALL BUSINESS ADMINISTRATION. *Personality and Success; an Evaluation of Personal Characteristics of Successful Small Business Managers,* by Hal B. Pickle. Washington, GPO, 1964. Pp. 84.

The author suggests that five characteristics can contribute to the success of small business managers. These are drive, thinking ability, human relations ability, communications ability, and technical knowledge.

Occupations

33. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEACH BRANCH. *Metal Working Occupations.* [1st ed.] Ottawa, Queen's Printer, 1964. Pp. 75.

Contents: History and Importance. Fields of Work. Iron and Steel Making. Foundries. Forge Shops. Machining and Related Processes. Sheet Metal Work. Welding. Working Conditions. Entry and Advancement. Preparation and Training. Organizations. Employment Outlook. Seeking Employment. Earnings.

Unemployment

34. CONFERENCE ON UNEMPLOYMENT AND THE AMERICAN ECONOMY. 1st, BERKELEY, CALIF., 1963. *Unemployment and the American Economy.* Arthur M. Ross, editor. New York, Wiley, 1964. Pp. 216.

This book consists of papers and comments presented at a Conference organized by the Institute of Industrial Relations at the Berkeley campus of the University of California and financed by the Ford Foundation. The Conference included speakers involved in research, policy formulation, and administration, and considered such matters as retraining workers, the U.S. Government's fiscal policy, and the experience of European countries in dealing with unemployment.

35. U.S. BUREAU OF LABOR STATISTICS. *How the Government measures Unemployment.* Washington, GPO, 1964. Pp. [16]

Wages and Hours

36. U.S. BUREAU OF LABOR STATISTICS. *Employee Earnings in Non-Metropolitan Areas of the South and North Central Regions, June 1962.* Washington, GPO, 1964. Pp. 61.

37. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR PUBLIC CONTRACTS DIVISIONS. *An Evaluation of the Minimum Wage and Maximum Hours Standards of the Fair Labor Standards Act; Report submitted to the Congress in Accordance with the Requirements of Section 4(d) of the Fair Labor Standards Act.* Washington, GPO, 1965. 1 volume (various pagings)

Women

38. CANADA. WOMEN'S BUREAU. *Fields of Work for Women; Physical Sciences, Earth Sciences, Mathematics.* [Ottawa] 1964. Pp. [47]

39. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON CIVIL AND POLITICAL RIGHTS. *Report.* Washington, GPO, 1964. Pp. 83.

The Committee looked into and made recommendations with respect to 'differences in legal treatment of men and women in regard to political and civil rights, property rights, and family relations'.

40. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON EDUCATION. *Report.* Washington, GPO, 1964. Pp. 71.

The Committee made recommendations on elementary and secondary education for adult women, continuing education for adult women, financial support for continuing education, continuing education during the year at home, guidance and counseling, education for home, health, and family, education for volunteering, and research on the education of women.

41. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON FEDERAL EMPLOYMENT POLICIES AND PRACTICES. *Report.* Washington, GPO, 1963. Pp. 195.

The Committee studied the employment policies and practices of the federal Government. This report contains comments and recommendations on promotion, training, and turnover, part-time employment, health and insurance, military services, the foreign service, etc.

42. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON HOME AND COMMUNITY. *Report.* Washington, GPO, 1963. Pp. 51.

The Committee examined women's role as a homemaker; services needed such as child care services, services related to the home and to employment, etc.

43. CANADA. DEPARTMENT OF JUSTICE. *The Amendment of the Constitution of Canada.* Ottawa, Queen's Printer, 1965. Pp. 129.

Contents: The Constitution of Canada. History of Constitutional Amendment in Canada. History of Efforts to find Amending Formula. The Amending Formula explained. The Amending Formula: an Appraisal.

44. CONFERENCE ON MODELS OF INCOME DETERMINATION, CHAPEL HILL, N.C., 1962. *Models of Income Determination.* Princeton, Princeton University Press, 1964. Pp. 427.

Conference on Research in Income and Wealth Studies in income and wealth, v. 28.

45. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Sponsored Scholarship and Student Loan Plans,* by J. Roger O'Meara. New York, 1964. Pp. 152.

Analyzes 232 scholarship plans sponsored by 181 companies in U.S. and Canada and also analyzes student-loan plans sponsored by 10 companies.

46. INTERNATIONAL LABOUR OFFICE. *The Cost of Social Security, 1958-1960.* Geneva, 1964. Pp. 296.

Text in English, French and Spanish.

47. SOULE, GEORGE HENRY. *Introduction to Economic Science.* New York, Published by the New American Library, 1951. Pp. 138.

The author, an economist, teacher and writer, has written a simple introduction to political economy for the lay reader. Since the book was written for Americans the examples and illustrations chosen are based on American experiences.

48. UNITED NATIONS SEMINAR ON INDUSTRIAL PROGRAMMING, SAO PAULO, 1963. *Report of the United Nations Seminar on Industrial Programming held in Sao Paulo, Brazil, 4-15 March 1963* New York, United Nations, 1964. Pp. 61.

Seminar organized by U.N. Economic Commission for Latin America and the Centre for Industrial Development.

The Seminar participants exchanged views on their experiences in industrial planning in Latin American countries.

49. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Fidelity Bonding under the Welfare and Pension Plans Disclosure Act.* Washington, GPO, 1964. Pp. 43.

50. U.S. PRESIDENT'S TASK FORCE ON MANPOWER CONSERVATION. *One Third of a Nation; a Report on Young Men found Unqualified for Military Service* Washington, GPO, 1964. Pp. 35, 51.

The report proposes "a nationwide program for the education, training, and rehabilitation of young men found unqualified for military service."

Full Employment Difficult in Russia

Maintaining full employment is becoming difficult for the Soviet Union as younger workers face bleak job prospects, even in areas that until now had been characterized by manpower shortages.

According to a *New York Times* article, the flooding of the labour market by the large postwar generation is a major reason for this problem. Another is the decline in job opportunities resulting from the introduction of new technology and automation. More rational labour allocation is still another explanation—changes in plant planning that allow managers to decide the size of a work force needed to accomplish a specific production goal, rather than the allocation of manpower without regard to actual employment needs by a central planning committee, will also add to job shortages.

Adding to the problem is an educational reform that reduced the years of schooling from 11 to 10. Next year there will be two graduating classes instead of one.

Sociologists have also found that jobs in agriculture and service industries—the two sectors of the economy in greatest need of workers—are not favoured by the nation's youth.

The Soviet's new manpower problem cannot be readily dealt with, because during the Stalin regime all agencies set up to handle labour problems were abolished. Solutions proposed include the establishment of a high-level agency for manpower, automation and training, and a regional labour exchange system designed to inform job-seekers of opportunities in other areas.

LABOUR STATISTICS

	Page
Tables A-1 to A-3—Labour Force	853
Table B-1—Labour Income	855
Tables C-1 to C-6—Employment, Hours and Earnings	856
Tables D-1 to D-5—Employment Service Statistics	862
Tables E-1 to E-5—Unemployment Insurance	868
Tables F-1 and F-2—Prices	871
Tables G-1 to G-4—Strikes and Lockouts	872

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 21, 1965

(estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force	7,490	648	2,095	2,740	1,300	707
Men	5,344	473	1,523	1,916	936	496
Women	2,146	175	572	824	364	211
14-19 years	1,021	98	295	345	191	92
20-24 years	981	100	327	315	156	83
25-44 years	3,108	238	891	1,169	519	291
45-64 years	2,153	190	534	814	393	222
65 years and over	227	22	48	97	41	19
Employed	7,279	621	2,010	2,683	1,282	683
Men	5,182	451	1,456	1,873	921	481
Women	2,097	170	554	810	361	202
Agriculture	734	39	144	196	326	29
Non-agriculture	6,545	582	1,866	2,487	956	654
Paid workers	6,095	527	1,720	2,335	909	604
Men	4,236	375	1,224	1,596	620	421
Women	1,859	152	496	739	289	183
Unemployed	211	27	85	57	18	24
Men	162	22	67	43	15	15
Women	49	*	18	14	*	*
Persons not in labour force	5,684	623	1,719	1,890	915	537
Men	1,185	158	356	364	185	122
Women	4,499	465	1,363	1,526	730	415

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED AUGUST 21, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,174	2,151	3,752	1,011	3,880	956	1,424
Labour Force	7,490	1,021	3,637	909	1,024	672	227
Employed	7,279	956	3,564	868	1,012	658	221
Unemployed	211	65	73	41	12	14	*
Not in labour force	5,684	1,130	115	102	2,856	284	1,197
Participation rate[2]							
1965, August 21	56.9	47.5	96.9	89.9	26.4	70.3	15.9
1965, July 24	57.0	49.4	96.8	90.5	26.3	70.0	15.3
Unemployment rate[3]							
1965, August 21	2.8	6.4	2.0	4.5	1.2	2.1	*
1965, July 24	3.3	8.7	1.9	5.3	1.4	2.0	*

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3 –UNEMPLOYED, WEEK ENDED AUGUST 21, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	August 1965	July 1965	August 1964[1]
Total unemployed	211	244	246
On temporary layoff up to 30 days	15	13	16
Without work and seeking work	196	231	230
Seeking full-time work	182	208	215
Seeking part-time work	14	23	15
Seeking under 1 month	66	87	76
Seeking 1–3 months	74	81	88
Seeking 4–6 months	25	30	25
Seeking more than 6 months	31	33	41

[1] Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
June	51.2	557.7	179.8							1,994.5
July	52.4	546.0	182.5							1,981.2
August	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September	50.1	575.6	188.8							2,072.1
October	51.5	565.4	185.7							2,051.8
November	51.7	566.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December	51.4	551.5	178.4							1,978.6
1965—										
January	52.4	566.1	181.9							1,991.0
February	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March	54.2	583.2	178.7							2,035.1
April	53.1	587.3	185.1							2,070.6
May*	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June†	57.9	612.4	191.8	33.9	166.8	38.7	311.5	684.9	81.0	2,205.0
Seasonally Adjusted										
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
June	50.0	544.9	175.4							1,934.5
July	50.3	549.7	177.1							1,955.4
August	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September	49.8	561.7	183.8							1,998.6
October	51.0	557.7	182.2							1,999.5
November	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December	51.8	563.3	183.7							2,020.2
1965—										
January	53.0	578.5	185.9							2,063.0
February	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March	55.0	591.5	187.7							2,109.6
April	55.1	592.6	189.4							2,121.4
May*	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June†	56.5	599.5	187.7	31.4	154.3	37.3	307.5	664.9	80.3	2,140.3

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at June employers in the principal non-agricultural industries reported a total employment of 3,367,620. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1964	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November	134.7	204.7	87.94	124.4	206.8	90.91
December	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January	129.4	207.7	89.21	122.5	201.3	92.46
February	129.5	207.9	89.30	122.6	209.4	92.07
March	130.9	210.0	90.22	124.3	214.0	94.10
April*	132.1	210.8	90.55	124.6	214.2	94.18
May†	136.6	210.8	90.56	127.3	213.4	93.82

[1]Includes (1) Forestry (chiefly logging) (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964
Province				$	$	$
Atlantic Region	114.1	106.3	108.4	74.08	75.83	71.18
Newfoundland	150.0	136.4	138.8	80.82	81.70	77.04
Prince Edward Island	149.1	122.3	141.2	63.20	64.38	61.26
Nova Scotia	100.9	98.1	96.6	71.95	74.17	70.83
New Brunswick	112.1	101.6	107.3	73.32	75.17	68.84
Quebec	135.4	130.8	129.0	87.97	87.56	84.99
Ontario	140.3	136.9	132.1	94.39	94.38	90.12
Prairie Region	144.2	137.8	137.3	85.48	85.55	82.60
Manitoba	118.9	115.4	116.0	81.37	81.52	78.67
Saskatchewan	138.6	130.3	133.5	83.66	83.90	80.62
Alberta (includes Northwest Territories)	177.0	168.2	164.5	89.49	89.49	86.71
British Columbia (includes Yukon)	133.7	129.6	123.1	99.98	99.19	94.67
Canada	**136.6**	**132.1**	**129.1**	**90.56**	**90.55**	**86.80**
Urban areas						
St. John's	165.6	153.8	147.7	69.09	67.12	66.16
Sydney	77.8	77.5	75.8	78.95	85.71	85.42
Halifax	127.2	127.5	125.4	75.31	76.42	73.55
Moncton	113.0	109.9	107.7	70.48	69.88	66.58
Saint John	110.4	106.9	105.1	73.75	74.99	70.68
Chicoutimi—Jonquiere	117.7	114.1	117.4	104.82	103.16	104.05
Quebec	134.0	133.0	128.1	78.10	77.36	74.67
Sherbrooke	119.7	119.2	116.6	77.12	77.39	73.20
Shawinigan	112.7	109.4	105.0	94.10	92.84	93.63
Three Rivers	128.1	123.3	127.5	80.52	79.94	83.32
Drummondville	100.5	99.0	94.6	75.31	72.47	67.44
Montreal	142.3	140.5	135.1	90.18	89.51	86.84
Ottawa—Hull	151.0	144.5	142.5	83.56	83.15	80.36
Kingston	144.1	140.6	137.1	89.39	89.64	86.89
Peterborough	113.3	111.2	107.1	97.91	96.46	95.35
Oshawa	253.1	249.8	226.6	117.28	121.98	106.34
Toronto	155.1	152.3	147.4	93.86	93.47	90.70
Hamilton	133.2	131.3	125.5	99.72	99.84	96.01
St. Catharines	137.3	134.5	123.0	109.21	109.69	101.88
Niagara Falls	117.8	110.1	108.1	92.70	93.88	84.95
Brantford	105.7	104.6	90.8	90.12	90.10	84.67
Guelph	148.5	145.7	128.6	84.92	84.46	81.28
Galt	135.7	134.0	130.9	80.75	80.89	76.49
Kitchener	157.3	154.4	146.5	83.53	82.97	80.32
Sudbury	148.6	144.1	133.9	100.23	99.61	96.47
Timmins	86.8	83.5	86.7	81.78	81.13	77.33
London	153.7	150.6	148.5	85.68	85.28	83.90
Sarnia	138.7	135.7	136.4	111.83	112.93	110.00
Windsor	99.3	98.2	85.4	109.56	113.10	103.11
Sault Ste. Marie	164.0	160.6	156.2	111.96	113.91	105.54
Fort William—Port Arthur	128.1	122.6	116.3	88.81	87.03	88.64
Winnipeg	121.6	119.1	117.7	78.35	78.31	76.28
Regina	160.3	154.5	155.3	82.26	82.26	80.34
Saskatoon	163.1	157.7	151.8	79.35	79.11	76.14
Edmonton	230.8	221.5	216.9	83.37	82.95	80.59
Calgary	209.6	202.0	185.4	88.66	88.81	86.65
Vancouver	135.0	132.8	125.9	97.25	96.89	92.80
Victoria	129.4	129.3	121.3	88.54	87.63	85.28

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry	May 1965[p]	1.7	0.3	2.2	6.2	19.5	10.5	1.0	0.1	2.4	19.4	63.2
	Apr. 1965[r]	2.7	0.2	1.6	3.4	7.8	7.7	0.5	0.1	2.1	17.8	43.8
	May 1964	2.9	0.1	2.5	5.8	17.5	10.5	0.3	0.2	2.5	18.1	60.5
Mines, quarries and oil wells	May 1965[p]	6.0	—	8.0	2.4	26.2	34.3	5.2	4.7	18.1	9.1	114.0
	Apr. 1965[r]	5.7	—	7.9	2.2	25.1	32.8	5.1	4.2	17.3	8.6	108.9
	May 1964	4.3	—	7.5	2.1	24.7	34.1	5.4	3.9	17.1	9.3	108.9
Manufacturing industries	May 1965[p]	12.6	2.6	32.2	25.8	466.9	738.6	47.0	14.1	44.6	112.9	1,497.3
	Apr. 1965[r]	11.0	1.7	30.8	22.9	458.7	725.9	46.4	13.4	42.7	108.3	1,461.8
	May 1964	11.9	2.4	30.8	26.1	458.2	704.2	45.7	13.6	42.0	106.3	1,441.2
Non-durable goods manufacturing	May 1965[p]	9.8	2.1	17.0	16.5	290.7	322.3	25.4	9.3	24.0	42.0	759.2
	Apr. 1965[r]	8.6	1.3	15.7	13.9	286.9	316.6	25.3	9.1	23.2	40.2	740.8
	May 1964	9.0	2.0	16.1	16.2	287.0	319.6	25.3	9.3	23.4	40.3	748.2
Durable goods manufacturing	May 1965[p]	2.8	0.5	15.2	9.2	176.1	416.3	21.6	4.8	20.6	70.9	738.1
	Apr. 1965[r]	2.4	0.5	15.0	9.0	171.8	409.3	21.0	4.4	19.5	68.2	721.0
	May 1964	2.9	0.4	14.7	9.9	171.2	384.6	20.4	4.3	18.6	66.0	693.0
Construction	May 1965[p]	7.8	1.4	11.3	10.3	105.1	136.3	13.4	12.4	30.5	32.1	360.6
	Apr. 1965[r]	5.3	0.9	9.8	8.1	93.8	121.6	11.2	9.8	25.0	29.8	315.5
	May 1964	7.1	1.4	9.4	8.1	102.5	123.5	15.1	12.2	27.5	27.5	334.4
Transportation, communication and other utilities	May 1965[p]	14.1	2.4	21.1	19.1	159.5	200.9	40.8	26.8	48.0	69.2	601.9
	Apr. 1965[r]	13.1	2.5	21.0	18.9	154.8	193.8	39.2	24.9	45.8	67.6	581.7
	May 1964	12.9	2.5	21.1	19.0	150.8	197.7	40.7	27.1	47.6	65.1	584.4
Trade	May 1965[p]	14.2	3.7	26.5	21.8	229.4	350.9	47.7	34.8	68.2	89.2	886.3
	Apr. 1965[r]	13.5	3.4	26.0	21.5	226.5	347.6	47.0	34.1	67.2	88.4	875.2
	May 1964	14.0	3.4	26.3	21.8	220.0	337.3	45.4	33.4	64.7	83.1	849.3
Finance, insurance and real estate	May 1965[p]	1.4	0.5	5.5	4.0	68.0	100.9	11.3	7.0	13.6	21.1	233.2
	Apr. 1965[r]	1.4	0.5	5.5	4.0	67.7	99.8	11.3	7.0	13.5	20.6	231.1
	May 1964	1.4	0.5	5.3	3.9	64.2	95.4	11.2	6.6	13.6	19.4	221.5
Service (commercial sector) [1]	May 1965[p]	5.1	1.6	10.9	7.8	128.5	196.7	24.1	13.9	36.9	54.1	479.6
	Apr. 1965[r]	4.7	1.4	10.5	7.4	125.1	187.0	23.3	13.7	34.9	51.8	459.8
	May 1964	4.4	1.7	10.8	7.4	117.4	181.9	23.2	13.2	33.6	49.4	443.0
Total—Specified industries	May 1965[p]	62.8	12.6	117.6	97.3	1,203.0	1,769.1	190.6	113.7	262.3	407.1	4,236.1
	Apr. 1965[r]	57.3	10.8	113.0	88.2	1,159.5	1,716.3	184.0	107.2	248.5	393.0	4,077.8
	May 1964	59.4	12.0	113.7	94.2	1,155.3	1,684.6	187.0	110.2	248.6	378.2	4,043.2

([1])Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

[p]Preliminary figures. [r]Revised. NOTE: Estimates may not add to totals due to rounding.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industries	Employment			Average Weekly Wages and Salaries		
	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964
				$	$	$
Mining	**122.8**	**118.0**	**114.8**	**108.77**	**109.99**	**104.98**
Metal mining	140.3	136.2	131.4	110.26	110.33	104.17
Gold	60.5	59.8	63.5	92.55	91.96	85.40
Other metal	214.5	207.1	194.4	114.90	115.26	109.87
Fuels	83.6	80.5	76.9	110.00	114.69	113.02
Coal	37.7	38.1	35.2	78.49	87.18	84.68
Oil and natural gas	270.1	252.5	246.2	127.84	131.55	129.45
Non-metal	158.5	145.6	151.9	100.91	100.86	96.08
Manufacturing	**127.3**	**124.6**	**121.4**	**93.82**	**94.18**	**90.05**
Durable goods	138.1	135.5	129.0	101.77	102.89	97.26
Non-durable goods	118.3	115.4	115.0	86.06	86.05	83.28
Food and beverages	120.8	113.1	117.4	82.24	82.56	78.92
Meat products	142.8	138.1	136.0	92.64	89.82	87.73
Canned and preserved fruits and vegetables	102.3	93.7	96.7	72.67	75.56	69.10
Grain mill products	92.4	91.4	95.6	90.17	89.12	87.78
Bread and other bakery products	115.1	113.0	112.0	79.62	77.04	76.29
Distilled and malt liquors	94.0	93.8	97.7	115.85	113.90	110.32
Tobacco and tobacco products	81.9	81.5	90.1	92.91	92.87	85.92
Rubber products	122.6	120.9	117.1	95.04	94.66	92.38
Leather products	88.0	87.9	88.3	60.95	61.71	60.21
Boots and shoes (except rubber)	89.1	89.3	91.6	58.05	59.42	58.02
Other leather products	86.0	85.3	82.2	66.38	66.04	64.65
Textile products (except clothing)	92.5	92.0	89.9	75.40	74.61	71.84
Cotton yarn and broad woven goods	76.2	76.5	77.6	71.87	70.32	67.95
Woollen goods	65.4	64.5	66.9	68.93	68.42	65.77
Synthetic textiles and silk	120.3	119.3	109.0	83.35	82.64	78.77
Clothing (textile and fur)	100.9	101.2	98.3	56.92	57.24	55.67
Men's clothing	109.3	109.0	104.0	55.74	55.57	54.53
Women's clothing	110.9	113.0	106.9	57.43	58.28	56.25
Knit goods	78.3	78.0	76.3	58.27	58.39	56.36
Wood products	118.1	114.1	113.2	80.18	80.64	77.28
Saw and planing mills	118.3	112.6	115.4	83.19	83.67	79.56
Furniture	134.8	133.3	123.7	76.63	77.46	74.52
Other wood products	88.9	84.2	80.9	69.54	69.61	68.88
Paper products	136.6	133.7	131.2	106.71	106.42	104.16
Pulp and paper mills	135.8	131.8	131.2	114.66	114.13	111.91
Other paper products	138.5	138.1	131.4	88.33	89.02	85.62
Printing, publishing and allied industries	130.2	129.1	127.2	101.31	101.91	97.84
Iron and steel products	132.7	130.1	121.5	105.66	106.14	101.96
Agricultural implements	85.2	85.4	74.5	109.86	112.52	109.80
Fabricated and structural steel	183.4	174.5	154.7	105.90	105.58	102.79
Hardware and tools	134.5	133.9	128.3	91.99	92.61	88.22
Heating and cooking appliances	117.9	108.1	107.5	89.61	89.69	86.67
Iron castings	119.8	117.7	108.9	103.60	104.28	97.77
Machinery, industrial machinery	160.8	158.7	143.2	101.49	102.49	99.00
Primary iron and steel	151.9	149.1	143.7	121.30	122.09	116.34
Sheet metal products	131.1	126.3	121.0	103.54	102.22	98.73
Wire and wire products	140.2	139.0	128.4	102.81	102.03	101.36
Transportation equipment	139.1	139.1	129.8	113.90	115.60	106.84
Aircraft and parts	231.1	225.9	252.1	110.90	112.02	108.11
Motor vehicles	172.7	171.4	147.9	131.41	137.72	124.26
Motor vehicle parts and accessories	180.0	177.8	157.6	112.73	113.64	103.81
Railroad and rolling stock equipment	62.0	64.2	59.2	97.24	95.60	93.07
Shipbuilding and repairing	149.6	153.3	146.5	103.50	101.88	93.78
Non-ferrous metal products	135.7	132.7	133.6	103.63	104.28	99.87
Aluminum products	138.3	135.8	148.2	100.16	100.87	96.79
Brass and copper products	108.2	106.8	117.4	99.62	99.28	97.45
Smelting and refining	150.5	146.1	144.8	113.39	114.33	110.54
Electrical apparatus and supplies	171.7	169.4	157.9	98.32	98.17	94.21
Heavy electrical machinery	127.5	126.0	118.1	106.21	105.67	102.88
Telecommunication equipment	294.9	290.3	276.3	94.08	94.46	89.47
Non-metallic mineral products	171.0	163.3	160.2	98.91	98.05	95.32
Clay products	98.9	96.0	93.1	89.84	90.12	84.77
Glass and glass products	194.7	189.7	179.8	93.69	93.85	91.00
Products of petroleum and coal	147.1	140.1	144.6	134.03	135.50	131.45
Petroleum refining and products	150.4	143.5	147.1	134.71	136.19	132.68
Chemical products	148.3	144.8	140.8	108.30	108.20	104.82
Medical and pharmaceutical preparations	138.2	135.0	128.3	97.02	97.39	93.16
Acids, alkalis and salts	168.2	162.9	158.7	121.08	120.59	117.91
Other chemical products	146.4	143.1	139.6	107.57	107.49	103.86
Miscellaneous manufacturing industries	165.4	163.4	161.8	80.49	80.76	79.55
Construction	**140.3**	**125.4**	**129.1**	**100.32**	**100.91**	**95.68**
Building and general engineering	146.2	134.4	129.0	107.04	107.87	101.90
Highways, bridges and streets	130.5	110.5	129.2	87.84	86.90	85.65
Electric and motor transportation	**159.9**	**157.3**	**149.2**	**94.70**	**94.33**	**92.72**
Service	**203.7**	**196.3**	**183.5**	**64.58**	**64.26**	**61.11**
Hotels and restaurants	171.7	163.5	155.8	47.93	48.06	46.03
Laundries and dry cleaning plants	172.0	168.5	158.8	57.00	56.72	54.60
Business service	373.7	367.3	335.7	92.73	91.40	88.79
Industrial composite	**136.6**	**132.1**	**129.1**	**90.56**	**90.55**	**86.80**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	May 1965	April 1965	May 1964	May 1965	April 1965	May 1964
				$	$	$
Newfoundland	42.4	42.2	39.6	1.74	1.80	1.74
Nova Scotia	40.8	40.6	41.9	1.76	1.82	1.73
New Brunswick	42.1	41.6	41.9	1.69	1.81	1.59
Quebec	41.6	41.6	42.2	1.87	1.86	1.81
Ontario	41.3	41.5	41.5	2.24	2.25	2.13
Manitoba	40.4	40.0	40.3	1.90	1.89	1.84
Saskatchewan	39.8	39.4	39.6	2.16	2.16	2.08
Alberta (includes Northwest Territories)	40.0	40.0	40.6	2.16	2.14	2.10
British Columbia (includes Yukon Territory)	37.8	37.9	38.8	2.59	2.59	2.43

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.4
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November	41.2	2.04	84.04	201.3	147.2
December	38.8	2.08	80.65	193.2	141.1
1965—January	41.0	2.08	85.34	204.5	149.0
February	40.6	2.08	84.48	202.4	147.4
March	41.3	2.11	87.07	208.6	151.5
April*	41.1	2.11	86.96	208.3	151.0
May†	41.0	2.11	86.58	207.4	149.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964
				$	$	$	$	$	$
Mining	**41.9**	**42.2**	**42.0**	**2.39**	**2.39**	**2.30**	**100.24**	**100.97**	**96.55**
Metal mining	42.0	42.1	41.5	2.48	2.48	2.37	104.36	104.25	98.45
Gold	42.9	42.9	42.3	1.98	1.98	1.87	85.08	84.89	78.99
Other metal	41.8	41.9	41.2	2.63	2.62	2.54	109.73	109.80	104.83
Fuels	38.9	41.7	42.8	2.25	2.22	2.17	87.50	92.67	92.85
Coal	38.6	43.5	43.4	1.95	1.96	1.90	75.21	85.24	82.65
Oil and natural gas	39.4	38.3	41.7	2.73	2.81	2.67	107.58	107.53	111.36
Non-metal	44.3	43.3	43.6	2.18	2.20	2.11	96.49	95.41	92.25
Manufacturing	**41.0**	**41.1**	**41.4**	**2.11**	**2.11**	**2.02**	**86.58**	**86.96**	**83.55**
Durable goods	41.8	42.0	42.1	2.29	2.30	2.18	95.50	96.45	91.95
Non-durable goods	40.3	40.2	40.8	1.92	1.92	1.84	77.28	77.03	75.23
Food and beverages	41.1	40.4	41.1	1.82	1.85	1.75	75.07	74.84	71.91
Meat products	41.4	40.1	41.2	2.13	2.11	2.01	88.38	84.52	82.68
Canned and preserved fruits and vegetables	39.0	40.2	40.0	1.58	1.62	1.48	61.77	64.97	59.29
Grain mill products	42.3	41.7	42.7	2.01	1.99	1.95	84.99	83.09	83.20
Bread and other bakery products	41.2	40.4	41.2	1.79	1.76	1.72	73.83	71.15	70.88
Distilled liquors	43.1	40.5	41.1	2.46	2.44	2.34	106.04	99.05	96.02
Malt liquors	40.1	39.8	39.7	2.58	2.59	2.54	103.45	103.23	100.82
Tobacco and tobacco products	37.5	37.5	37.3	2.31	2.31	2.13	86.63	86.64	79.56
Rubber products	41.3	41.5	42.1	2.13	2.12	2.06	87.98	87.81	86.51
Leather products	38.2	38.9	39.8	1.45	1.44	1.38	55.19	56.15	55.08
Boots and shoes (except rubber)	37.3	38.5	39.5	1.41	1.41	1.35	52.47	54.07	53.16
Other leather products	39.8	39.8	40.5	1.52	1.52	1.46	60.50	60.26	59.02
Textile products (except clothing)	42.1	41.7	42.7	1.63	1.61	1.52	68.54	67.24	65.04
Cotton yarn and broad woven goods	40.9	40.0	41.7	1.66	1.64	1.51	67.94	65.73	63.19
Woollen goods	43.1	42.9	43.0	1.47	1.46	1.41	63.25	62.79	60.47
Synthetic textiles and silk	42.4	42.2	43.4	1.76	1.74	1.64	74.63	73.27	70.99
Clothing (textile and fur)	37.6	37.9	38.6	1.37	1.37	1.31	51.33	51.85	50.46
Men's clothing	37.8	37.8	38.6	1.35	1.35	1.30	51.11	50.93	50.12
Women's clothing	35.5	36.4	36.6	1.45	1.47	1.40	51.60	53.43	51.26
Knit goods	41.2	41.3	41.7	1.28	1.27	1.22	52.62	52.66	50 74
*Wood products	40.9	41.2	42.0	1.84	1.85	1.76	75.32	76.22	73.76
Saw and planing mills	40.3	40.5	41.5	1.95	1.98	1.87	78.84	79.92	77.51
Furniture	42.0	42.8	42.8	1.68	1.69	1.60	70.64	72.10	68.40
Other wood products	41.5	41.7	43.2	1.55	1.53	1.48	64.39	64.07	63.84
Paper products	41.6	41.5	42.0	2.41	2.41	2.34	100.30	99.78	98.40
Pulp and paper mills	41.8	41.5	42.1	2.59	2.59	2.51	108.25	107.35	105.88
Other paper products	41.0	41.4	41.6	1.95	1.96	1.89	80.06	81.09	78.48
Printing, publishing and allied industries	38.9	39.2	39.0	2.57	2.57	2.50	99.90	100.96	97.47
*Iron and steel products	41.9	42.1	42.2	2.41	2.41	2.31	100.80	101.50	97.52
Agricultural implements	40.5	41.6	42.2	2.53	2.55	2.45	102.43	106.17	103.69
Fabricated and structural steel	42.2	42.3	42.5	2.30	2.30	2.22	97.23	97.17	94.63
Hardware and tools	42.6	42.8	43.4	2.01	2.01	1.90	85.72	86.21	82.46
Heating and cooking appliances	40.4	40.8	40.4	2.02	2.01	1.99	81.63	81.78	80.43
Iron castings	42.6	43.0	42.5	2.36	2.36	2.23	100.62	101.36	94.86
Machinery, industrial	42.6	43.1	42.9	2.26	2.27	2.17	96.12	97.76	93.28
Primary iron and steel	41.3	41.6	41.6	2.84	2.84	2.71	117.26	118.17	112.95
Sheet metal products	42.0	41.6	42.0	2.33	2.31	2.22	98.11	96.22	93.33
Wire and wire products	42.3	42.2	43.1	2.29	2.28	2.25	97.00	96.26	96.92
*Transportation equipment	42.5	43.0	42.5	2.55	2.57	2.40	108.28	110.44	101.70
Aircraft and parts	41.1	41.6	42.4	2.38	2.39	2.34	98.08	99.48	99.43
Motor vehicles	44.5	46.2	44.4	2.80	2.86	2.67	124.83	132.47	118.72
Motor vehicle parts and accessories	42 8	43.1	42.6	2.54	2.54	2.34	108.76	109.69	99.57
Railroad and rolling stock equipment	40.2	39.9	41.0	2.36	2.34	2.23	95.08	93.63	91.29
Shipbuilding and repairing	41.4	41.1	40.4	2.46	2.44	2.27	101.63	100.29	91.95
*Non-ferrous metal products	41.1	41.3	41.2	2.35	2.34	2.27	96.42	96.70	93.63
Aluminum products	41.2	41.4	41.9	2.10	2.09	2.05	86.65	86.35	85.77
Brass and copper products	42.8	42.5	42.6	2.17	2.16	2.18	92.91	91.99	92.75
Smelting and refining	40.8	41.0	40.7	2.63	2.62	2.52	107 14	107.35	102.56
*Electrical apparatus and supplies	40.9	40.8	40.9	2.09	2.08	2.00	85.42	85.11	81.83
Heavy electrical machinery and equipment[1]	41.2	41.5	41.7	2.33	2.32	2.25	96.06	96.37	93.89
Telecommunication equipment	39.6	39.5	39.8	1.86	1.86	1.76	73.67	73.49	69.87
*Non-metallic mineral products	43.3	42.8	43.9	2.16	2.15	2.06	93.57	91.79	90.15
Clay products	42.5	41.8	42.7	1.98	1.99	1.85	84.05	83.06	79.17
Glass and glass products	40.9	41.2	41.2	2.17	2.16	2.08	88.77	89.03	85.42
Products of petroleum and coal	42.2	42.2	42.2	2.92	2.93	2.87	123.24	123.53	121 10
Petroleum refining and products	42.1	42.2	42.2	2.95	2.96	2.91	124.33	124.60	123.05
Chemical products	41.2	41.1	41.3	2.30	2.28	2.23	94.70	93.77	92.20
Medicinal and pharmaceutical preparations	40.0	39.9	39.6	1.82	1.81	1.74	72.72	71.93	69.00
Acids, alkalis and salts	41.0	40.7	41.5	2.65	2.65	2.57	108.73	107.88	106.53
Miscellaneous manufacturing industries	40.7	40.9	41.7	1.69	1.68	1.66	68.89	68.85	68.98
Construction	**40.8**	**40.1**	**42.1**	**2.40**	**2.45**	**2.22**	**97.98**	**98.18**	**93.64**
Building and general engineering	40.1	40.1	41.1	2.61	2.63	2.43	104.48	105.32	99.62
Highways, bridges and streets	42.3	40.0	44.1	1.97	2.00	1.86	83.54	80.18	82.02
Electric and motor transportation	**43.8**	**44.3**	**45.0**	**2.13**	**2.12**	**2.07**	**93.10**	**94.06**	**93.14**
Service	**36.6**	**36.5**	**37.1**	**1.27**	**1.27**	**1.20**	**46.47**	**46.14**	**44.75**
Hotels and restaurants	36.0	36.0	36.3	1.22	1.22	1.17	44.09	43.90	42.42
Laundries and dry cleaning plants	40.1	40.4	40.7	1.22	1.21	1.14	48.96	48.84	46.24

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 867.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
August 1960	13,748	14,427	28,175	236,969	117,044	354,013
August 1961	14,963	17,850	32,813	216,245	104,695	320,940
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965	23,167	16,364	39,531	453,555	153,426	606,981
March 1965	27,436	19,898	47,334	447,673	149,274	596,947
April 1965	35,094	24,548	59,642	397,193	142,760	539,953
May 1965	38,765	26,560	65,325	277,216	124,123	401,339
June 1965	36,285	24,739	61,024	238,646	144,684	383,330
July 1965[1]	36,995	23,608	60,603	207,721	132,254	339,975
August 1965[1]	40,318	30,236	70,554	173,158	111,601	284,759

[1]Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH JULY 1964-JULY 1965

(Source: National Employment Service, Department of Labour.)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—July	237,632	111,717	97,585	53,022	81,610	42,217
1964—August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107	100,622	65,179	34,426	53,989	23,938
February	207,415	79,029	62,727	32,744	49,152	22,308
March	236,435	87,317	81,598	41,971	62,519	27,678
April	212,743	84,512	89,202	42,378	67,731	26,976
May	191,819	86,629	103,280	47,189	81,804	32,057
June	227,386	112,387	96,397	48,555	79,344	34,544
July[1]	213,029	105,862	91,126	48,495	73,347	38,034

[1]Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING JULY 1965[1]

(Source: National Employment Service, Department of Labour.)

Industry Group	Male	Female	Total	Change from July 1964
Agriculture, Fishing, Trapping	**12,753**	**9,066**	**21,819**	**− 6,824**
Forestry	**1,951**	**29**	**1,980**	**− 988**
Mining, Quarrying and Oil Wells	**1,048**	**58**	**1,106**	**+ 163**
Metal Mining	568	16	584	+ 33
Fuels	197	25	222	+ 59
Non-Metal Mining	81	—	81	+ 6
Quarrying, Clay and Sand Pits	136	4	140	+ 75
Prospecting	66	13	79	− 10
Manufacturing	**15,067**	**7,726**	**22,793**	**− 1,519**
Food and Beverages	3,018	3,276	6,294	− 430
Tobacco and Tobacco Products	6	9	15	− 28
Rubber Products	120	33	153	− 88
Leather Products	172	153	325	− 68
Textile Products (except clothing)	514	330	844	+ 53
Clothing (textile and fur)	324	1,143	1,467	− 536
Wood Products	1,893	193	2,086	− 12
Paper Products	1,357	265	1,622	+ 67
Printing, Publishing and Allied Industries	372	392	764	− 78
Iron and Steel Products	3,116	407	3,523	+ 8
Transportation Equipment	1,537	266	1,803	− 230
Non-Ferrous Metal Products	487	137	624	− 20
Electrical Apparatus and Supplies	471	409	880	+ 52
Non-Metallic Mineral Products	616	75	691	− 32
Products of Petroleum and Coal	68	14	82	+ 22
Chemical Products	530	232	762	− 114
Miscellaneous Manufacturing Industries	466	392	858	− 115
Construction	**12,681**	**220**	**12,901**	**+ 699**
General Contractors	8,469	137	8,606	+ 703
Special Trade Contractors	4,212	83	4,295	− 4
Transportation, Storage and Communication	**5,499**	**461**	**5,960**	**− 2,149**
Transportation	4,974	236	5,210	− 2,113
Storage	395	97	492	− 47
Communication	130	128	258	+ 11
Public Utility Operation	**380**	**38**	**418**	**+ 57**
Trade	**8,736**	**5,013**	**13,749**	**− 305**
Wholesale	3,972	1,377	5,349	− 245
Retail	4,764	3,636	8,400	− 60
Finance, Insurance and Real Estate	**685**	**1,209**	**1,894**	**+ 109**
Service	**14,547**	**14,214**	**28,761**	**− 1,659**
Community or Public Service	957	1,541	2,498	+ 354
Government Service	3,559	1,170	4,729	− 649
Recreation Service	2,451	270	2,721	− 658
Business Service	3,024	860	3,884	+ 276
Personal Service	4,556	10,373	14,929	− 982
Grand Total	**73,347**	**38,034**	**111,381**	**−12,446**

[1]Preliminary.

TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX, AS AT JULY 30, 1965[1]

(SOURCE: National Employment Service, Department of Labour).

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	7,486	2,397	9,883
Clerical Workers	18,648	48,773	67,421
Sales Workers	6,711	15,503	22,214
Personal & Domestic Service Workers	26,352	22,576	48,928
Seamen	505	4	509
Agriculture, Fishing, Forestry (Ex. log.)	5,116	1,147	6,263
Skilled and Semi-Skilled Workers	62,070	14,362	76,432
Food and kindred products (incl. tobacco)	671	358	1,029
Textiles, clothing, etc.	1,374	8,428	9,802
Lumber and lumber products	4,452	107	4,559
Pulp, paper (incl printing)	935	342	1,277
Leather and leather products	625	671	1,296
Stone, clay & glass products	134	35	169
Metalworking	8,356	927	9,283
Electrical	1,192	1,292	2,484
Transportation equipment	1,635	103	1,738
Mining	646	—	646
Construction	10,638	2	10,640
Transportation (except seamen)	11,191	106	11,297
Communications & public utility	314	2	316
Trade and service	3,089	1,122	4,211
Other skilled and semi-skilled	11,448	642	12,090
Foremen	1,297	223	1,520
Apprentices	4,073	2	4,075
Unskilled Workers	80,833	27,492	108,325
Food and tobacco	3,136	4,852	7,988
Lumber & lumber products	4,778	355	5,133
Metalworking	3,409	613	4,022
Construction	30,668	—	30,668
Other unskilled workers	38,842	21,672	60,514
GRAND TOTAL	207,721	132,254	339,975

[1]Preliminary.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT JULY 30, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand	
	(1) July 30, 1965	Previous Year July 31, 1964
Newfoundland	**6,488**	**7,858**
Corner Brook	1,355	1,646
Grand Falls	436	561
St. John's	4,697	5,651
Prince Edward Island	**1,241**	**1,445**
Charlottetown	674	934
Summerside	567	511
Nova Scotia	**12,144**	**12,786**
Amherst	441	477
Bridgewater	541	481
Halifax	3,866	4,688
Inverness	229	215
Kentville	716	910
Liverpool	342	259
New Glasgow	1,607	1,152
Springhill	276	284
Sydney	2,512	2,339
Sydney Mines	460	483
Truro	678	855
Yarmouth	476	643
New Brunswick	**10,078**	**11,102**
Bathurst	1,022	969
Campbellton	807	1,141
Edmundston	614	451
Fredericton	816	995
Minto	155	170
Moncton(2)	2,404	2,662
Newcastle	1,038	863
Saint John	2,178	2,701
St. Stephen	468	542
Sussex	226	203
Woodstock	350	405
Quebec	**112,857**	**122,656**
Alma	1,216	1,236
Asbestos	234	332
Baie Comeau	579	461
Beauharnois	1,311	1,424
Buckingham	374	390
Causapscal	576	644
Chandler	940	895
Chicoutimi	1,759	1,625
Cowansville	371	326
Dolbeau	668	753
Drummondville	1,464	1,424
Farnham	231	199
Forestville	257	209
Gaspé	541	521
Granby	1,727	2,018
Hull	2,672	2,168
Joliette	3,507	4,868
Jonquière	2,140	2,228
Lachute	425	340
Lac-Megantic	540	462
La Malbaie	871	550
La Tuque	499	466
Lévis	2,045	2,300
Louiseville	519	502
Magog	514	382
Maniwaki	306	313
Matane	654	633
Mont-Laurier	367	449
Montmagny	743	825
Montréal	43,768	50,412
New Richmond	535	835
Port Alfred	410	453
Québec	8,965	10,079
Rimouski	1,188	1,174
Rivière-du-Loup	1,138	1,793
Roberval	944	1,285
Rouyn	1,752	1,420
Ste. Agathe des Monts	224	266
Ste. Anne de Bellevue	700	597
Ste. Thérèse	1,861	1,388
St. Hyacinthe	1,162	1,187
St. Jean	1,960	1,777
St. Jérôme	1,636	2,024
Sept-Iles	1,006	929
Shawinigan	2,784	2,970
Quebec—Concluded		
Sherbrooke	3,966	3,445
Sorel	1,498	1,597
Thetford Mines	1,503	1,468
Trois-Rivières	3,031	3,032
Val-d'Or	889	940
Valleyfield	1,351	1,550
Victoriaville	1,325	1,574
Ville St. Georges	1,211	1,518
Ontario	**124,241**	**127,066**
Arnprior	243	183
Barrie	823	848
Belleville	1,232	1,056
Bracebridge	224	312
Brampton	1,476	1,011
Brantford	2,374	2,020
Brockville	252	443
Carleton Place	184	317
Chatham	1,806	1,512
Cobourg	884	965
Collingwood	512	404
Cornwall	2,165	2,259
Elliot Lake	211	291
Fort Erie	239	295
Fort Frances	222	249
Fort William	868	1,150
Galt	1,023	1,166
Gananoque	154	204
Goderich	285	213
Guelph	1,149	1,086
Hamilton	9,657	8,675
Hawkesbury	309	311
Kapuskasing	413	332
Kenora	498	326
Kingston	1,378	1,314
Kirkland Lake	531	403
Kitchener	1,895	2,295
Leamington	467	485
Lindsay	621	967
Listowel	73	141
London	3,678	3,036
Long Branch	3,220	2,834
Midland	255	288
Napanee	246	229
New Liskeard	231	291
Newmarket	751	753
Niagara Falls	1,254	1,099
North Bay	730	729
Oakville	1,907	918
Orillia	509	529
Oshawa	5,989	10,218
Ottawa	5,806	5,273
Owen Sound	748	732
Parry Sound	76	146
Pembroke	874	803
Perth	216	291
Peterborough	1,596	1,668
Picton	155	176
Port Arthur	1,092	1,507
Port Colborne	429	623
Prescott	594	539
Renfrew	455	564
St. Catharines	3,878	4,557
St. Thomas	756	669
Sarnia	2,097	1,844
Sault Ste. Marie	2,016	1,474
Simcoe	719	1,132
Smiths Falls	279	271
Stratford	270	503
Sturgeon Falls	238	297
Sudbury	1,776	2,189
Tillsonburg	405	565
Timmins	1,124	1,008
Toronto	33,094	32,748
Trenton	630	636
Walkerton	325	417
Wallaceburg	260	601
Welland	1,958	2,474
Weston	2,801	3,000
Windsor	8,266	7,661
Woodstock	370	541

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT JULY 30, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand	
	(1) July 30, 1965	Previous Year July 31, 1964
Manitoba	**13,684**	**14,984**
Brandon	828	781
Dauphin	373	382
Flin Flon	127	132
Portage la Prairie	470	427
The Pas	212	231
Winnipeg	11,674	13,031
Saskatchewan	**7,430**	**7,52**
Estevan	123	174
Lloydminster	92	107
Moose Jaw	589	741
North Battleford	605	573
Prince Albert	754	902
Regina	2,011	2,184
Saskatoon	2,211	1,937
Swift Current	299	214
Weyburn	160	106
Yorkton	586	582
Alberta	**16,929**	**18,738**
Blairmore	281	308
Calgary	5,962	6,577
Drumheller	148	278
Edmonton	7,322	8,447
Edson	147	143
Grande Prairie	525	567
Lethbridge	1,196	1,022
Medicine Hat	594	711
Red Deer	754	685
British Columbia	**34,883**	**38,208**
Chilliwack	702	840
Courtenay	464	411
Cranbrook	363	410
Dawson Creek	729	718
Duncan	582	386
Kamloops	1,211	1,953
Kelowna	1,081	695
Mission City	634	600
Nanaimo	625	586
Nelson	501	462
New Westminster	5,071	4,761
Penticton	981	813
Port Alberni	403	511
Prince George	1,130	1,599
Prince Rupert	842	659
Quesnel	360	435
Trail	538	524
Vancouver	15,286	18,466
Vernon	884	574
Victoria	2,326	2,577
Whitehorse	170	228
CANADA	**339,975**	**362,363**
Males	207,721	233,564
Females	132,254	128,799

(1) Preliminary.

(2) Includes 162 registrations reported by the Iles-de-la-Madeleine, Que. local office.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from the operations of the local offices of the National Employment Service. They are based on vacancies (job openings reported to NES offices) and registrations (applications for employment).

The NES reporting system is designed for operational purposes and, therefore, the statistics given must be interpreted in the light of the effect which operating practices have on statistical data.

The data are compiled within NES in two basic groupings. The first is by broad industrial groups according to the standard industrial classification and these statistics reflect the total work load (vacancies notified, registrations for employment, placements affected, etc.) *during* the whole reporting period. Tables D-2 and D-3 are based on these data. The other grouping is by occupations according to the Dictionary of Occupational Titles published by the United States Employment Service. This classification system is designed for personnel selection and differs from other occupational groupings such as those used in the census. The NES inventory of unfilled vacancies and registrations on hand for employment at a specific point in time is compiled by such occupational groups and Tables D-1, D-4 and D-5 are derived from this source. *It is important to note* that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the NES basic reports and an even greater consolidation being effected in the "D" tables.

In any reading of these statistics it is important to be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, while NES coverage of persons looking for work is quite extensive, and a good overall indicator of movements in total labour supply, the coverage in the various occupational groups (Table D-4) is not uniform and data may not, therefore, be representative of labour supply within individual occupational groups. Finally, because there is no legal requirement for employers to notify job vacancies to NES, the coverage of vacancies is smaller than that for applications for employment. Thus, the vacancies notified series does not provide an accurate indication of the extent of labour demand. While it is reliably estimated that upwards of 30 per cent of all job vacancies are notified to NES, the actual percentage varies widely between different industries, occupations and geographic areas.

The following comments pertain specifically to tables D-1 to D-5:

Table D-1:

(a) *Unfilled Vacancies* represent an inventory of employers vacancies unfilled at the close of business on the day indicated. Deferred vacancies, those on which employers are not prepared to accept referrals within 31 days, are excluded from this series. NES local offices act on vacancies as soon as possible after they are received, so that unfilled vacancies only represent a proportion of vacancies notified to the local offices and consist of three main groups:

(1) Those notified to the office shortly before the inventory is taken, or

(2) Those on which applicants have been referred but the employers have not yet confirmed placements, and

(3) Those that are difficult to fill because of a local (or wider) occupational shortage or because of particular working conditions.

Unfilled vacancies are, consequently, a biased sample of vacancies notified.

(b) *Registrations on Hand* represent an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but are seeking other work or those who have registered for employment in advance of their availability.

Table D-2:

(a) *Registrations Received* consists of both new and renewal applications for employment received during the period. An individual may register more than once in a period and the figures do not, therefore, reflect the total number of persons registering in a reporting period.

(b) *Vacancies Notified* are the total job openings notified to local offices during the period indicated.

(c) *Placements Effected* show the total job vacancies filled by workers referred by NES during the reporting period. As a proportion of the vacancies are for work with a duration of less than the reporting period, an individual worker may account for more than one placement.

Table D-3:

This presents a breakdown by broad industrial groups of the placements reported in Table D-2. Year-to-year changes do not necessarily reflect changes in total demand or employment, since such changes can result from seasonal shifts in hirings, variations in labour turnover rates or even a difference in the number of working days in the month from one year to the next. Also placement coverage varies considerably from industry to industry.

Table D-4:

This table shows a breakdown by sex and broad occupational groups of the inventory of registrations on hand (see note to D-1 in para. 6). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

Table D-5:

This table presents registrations on hand by local office areas. The figures *do not* relate exclusively to the municipalities concerned but reflect the total of registrations on hand from the entire areas served by the NES offices located in the cities and towns shown in the table.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592, June issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—May	4,373,000	4,143,500	229,500
April	4,487,000	4,024,100	462,900
March	4,521,000	3,982,000	539,000
February	4,499,000	3,939,800	559,200
January	4,487,000	3,939,200	547,800
1964—December	4,475,500	3,996,800	478,200
November	4,369,000	4,094,500	274,500
October	4,298,000	4,083,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JUNE 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,379	1,154	225	1,845	915	930	465
Prince Edward Island	289	191	98	305	214	91	112
Nova Scotia	2,874	2,031	843	3,009	1,951	1,058	957
New Brunswick	2,416	1,736	680	3,070	1,960	1,110	752
Quebec	24,976	16,978	7,998	25,952	16,540	9,412	10,847
Ontario	25,977	18,646	7,331	22,445	13,565	8,880	12,032
Manitoba	2,009	1,530	479	2,276	1,459	817	533
Saskatchewan	1,079	842	237	1,166	696	470	338
Alberta	2,863	2,093	770	3,232	1,904	1,328	982
British Columbia (incl. Yukon Territory)	8,152	5,743	2,409	9,268	5,562	3,706	2,597
Total, Canada, June 1965	72,014	50,944	21,070	72,568	44,766	27,802	29,615
Total, Canada, May 1965	93,342	67,760	25,582	110,312	82,175	28,137	30,169
Total, Canada, June 1964	86,827	58,236	28,591	84,723	55,440	29,283	34,835

* In addition, revised claims received numbered 29,313.

† In addition, 30,801 revised claims were disposed of. Of these 2,658 were special requests not granted and 1,470 appeals by claimants. There were 6,505 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, JUNE 30, 1965

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1–4	5–13	14–26	27 or more*	May 31, 1965	June 30, 1964
CANADA	180,690	64,325	52,846	40,598	22,921	229,467	201,919
Male	106,056	39,641	32,087	21,933	12,395	151,162	127,241
Female	74,634	24,684	20,759	18,665	10,526	78,305	74,678
Newfoundland	4,988	1,453	1,616	1,352	567	9,140	6,528
Male	3,825	1,131	1,330	1,061	303	7,953	5,342
Female	1,163	322	286	291	264	1,187	1,186
Prince Edward Island	717	281	185	153	98	1,206	694
Male	457	168	125	106	58	862	466
Female	260	113	60	47	40	344	228
Nova Scotia	8,888	2,676	2,884	2,129	1,199	11,598	9,467
Male	6,287	1,888	2,298	1,342	759	8,750	6,837
Female	2,601	788	586	787	440	2,848	2,630
New Brunswick	7,467	2,253	2,149	1,988	1,077	11,541	8,303
Male	5,362	1,714	1,621	1,412	615	8,715	5,834
Female	2,105	539	528	576	462	2,826	2,469
Quebec	60,699	22,446	19,014	12,795	6,444	79,378	65,459
Male	40,237	15,192	13,179	8,280	3,586	58,118	43,605
Female	20,462	7,254	5,835	4,515	2,858	21,260	21,854
Ontario	57,908	22,833	14,998	12,483	7,594	62,432	63,598
Male	28,037	11,972	6,719	5,374	3,972	32,960	35,038
Female	29,871	10,861	8,279	7,109	3,622	29,472	28,560
Manitoba	7,264	1,716	2,052	2,252	1,244	10,068	7,726
Male	3,975	1,080	1,148	1,065	682	6,140	4,547
Female	3,289	636	904	1,187	562	3,928	3,179
Saskatchewan	3,788	1,198	1,027	933	630	5,619	3,586
Male	1,765	570	491	412	292	3,389	1,850
Female	2,023	628	536	521	338	2,230	1,736
Alberta	9,135	2,651	3,124	2,156	1,204	13,386	10,691
Male	5,140	1,538	1,936	1,021	645	8,892	6,807
Female	3,995	1,113	1,188	1,135	559	4,494	3,884
British Columbia	19,836	6,818	5,797	4,357	2,864	25,099	25,867
Male	10,971	4,388	3,240	1,860	1,483	15,383	16,915
Female	8,865	2,430	2,557	2,497	1,381	9,716	8,952

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JUNE 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	33,335	821,427
Prince Edward Island	3,772	79,788
Nova Scotia	36,591	819,652
New Brunswick	32,137	759,027
Quebec	223,910	5,585,707
Ontario	196,161	4,634,189
Manitoba	28,576	662,494
Saskatchewan	15,983	14,286
Alberta	35,784	38,230
British Columbia (including Yukon Territory)	66,054	1,607,449
Total, Canada, June 1965	672,303	16,229,491
Total, Canada, May 1965	1,297,398	31,660,269
Total, Canada, June 1964	684,182	16,537,735

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-5—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD 1 JULY 1941 TO 31 MARCH 1965

SOURCE: Unemployment Insurance Commission

FISCAL YEAR ENDED MARCH 31	REVENUE						EXPENDITURE				BALANCE
	CONTRIBUTIONS (Gross less refunds)		Penalties	Interest on Investments	Profit or loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS			BALANCE IN FUND
	Employer & Employee	Government						Ordinary	Seasonal	Total	
	$	$	$	$	$	$	$	$	$	$	$
TO 1956	1,569,863,590.12	313,982,080.41	250,317.92	195,986,733.10	P. 1,109,057.58		2,081,191,779.13	1,137,191,123.43	(2)89,802,137.11	1,226,993,260.54	854,198,518.59
1957	188,001,489.34	37,587,449.77	43,826.63	27,063,498.80	L. 1,024,412.77		251,671,851.77	201,196,193.03	30,099,525.67	231,295,718.70	874,574,651.66
1958	192,395,408.61	38,484,149.23	46,685.92	27,957,894.99	L. 4,182,335.04		254,701,803.71	327,907,809.48	57,168,521.02	385,076,330.50	744,200,124.87
1959	185,487,041.58	37,097,408.31	47,735.63	21,725,096.30	L.10,115,171.51		234,242,110.31	362,155,761.67	116,475,316.00	478,631,077.67	499,811,157.51
1960	228,615,701.68	45,723,140.33	51,775.86	16,854,856.16	L. 8,413,691.50	1,516,639.71	281,315,142.82	320,969,852.46	94,264,214.92	415,234,067.38	365,892,232.95
1961	275,272,961.38	55,054,592.27	62,793.32	9,979,811.57	L. 7,268,567.88	403,246.60	332,698,344.06	406,727,775.91	107,177,948.44	513,905,724.35	184,684,852.66
1962	277,788,764.47	55,557,752.89	90,050.21	6,799,614.50	L. 622,423.70	2,961,119.85	336,652,638.52	352,328,227.31	102,411,212.08	454,739,439.39	66,598,051.79
1963	286,430,081.73	57,286,016.34	103,483.30	2,466,366.38			346,285,947.75	318,119,374.19	85,071,797.00	403,191,171.19	9,692,828.35
1964	296,585,728.70	59,317,145.74	109,991.49	1,061,801.35		237,897.24	356,836,770.04	287,512,778.43	78,141,939.85	365,654,718.28	874,880.11
TOTAL	3,500,440,767.61	700,089,735.29	806,660.28	309,895,673.15	L.30,517,544.82	5,118,903.40	4,475,596,388.11	3,714,108,895.91	760,612,612.09	4,474,721,508.00	874,880.11
April	21,269,536.16	4,263,368.29	9,487.96			13,561.64	25,528,830.77	35,797,548.23	16,794,937.70	52,592,485.93	DR26,188,775.05
May	23,919,863.61	4,787,306.91	7,661.44			67,284.24	28,647,547.72	22,070,598.60	11,046,618.00	33,117,216.60	DR30,658,443.93
June	26,325,082.54	5,208,770.39	6,261.19			67,359.59	31,472,754.53	16,192,999.84	344,796.00	16,537,795.84	DR15,723,485.24
July	25,268,589.21	5,104,503.22	8,827.37	863.01		14,856.18	30,367,926.63	14,056,344.99	29,587.00	14,085,931.99	558,509.40
August	26,176,434.62	5,230,143.56	7,803.06	52,027.40			31,466,408.64	13,190,566.14	7,994.00	13,198,560.14	18,826,357.90
September	26,387,664.13	5,279,248.43	10,170.74	121,808.23			31,798,891.53	12,786,969.89	4,994.00	12,791,963.89	37,833,285.54
October	26,287,926.83	5,260,521.75	11,341.72	199,315.04			31,759,105.34	12,839,652.06	1,768.00	12,841,420.06	56,750,970.82
November	27,524,206.24	5,501,107.87	12,387.05	260,537.68			33,298,238.84	14,645,561.42	1,237.00	14,646,798.42	75,402,411.24
December	25,106,730.17	5,023,440.21	11,350.08	310,188.34			30,451,708.80	20,852,531.49	3,645,277.91	24,497,809.40	81,356,310.64
January	28,278,974.77	5,659,043.65	10,399.34	337,909.25			34,286,327.01	30,976,273.70	8,869,717.68	39,845,991.38	75,796,646.27
February	24,833,466.26	4,969,592.33	11,510.17	272,787.68			30,087,356.44	33,324,153.30	12,008,663.05	45,332,816.35	60,551,186.36
March	29,372,801.36	5,863,208.57	13,903.73	237,059.93			35,406,973.59	38,926,862.13	16,614,534.34	55,541,396.97	40,496,762.98
Sub-Total	305,857,668.76	61,186,549.01	119,142.76	1,792,496.56		163,061.65	368,792,795.44	265,704,261.49	69,370,125.18	335,074,386.67	34,593,288.88
TOTAL	3,806,298,436.37	761,276,284.30	925,803.04	311,688,169.71	L.30,517,544.82	5,281,965.05	4,844,389,183.55	3,979,813,157.40	829,982,737.27	4,809,795,894.67	34,593,288.88

(1) STAMPS $104,381,641.06 METERS $11,068,686.50 BULK $190,407,341.20 TOTAL $305,857,668.76

(2) SUPPLEMENTARY BENEFITS TO DECEMBER 31 1965.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.8	173.3*	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6

NOTE: 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1965

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	July 1964	June 1965	July 1965							
St. John's, Nfld[1]	121.9	123.2	123.5	121.5	116.3	116.5	121.4	165.0	149.6	115.9
Halifax	132.7	135.1	135.4	134.5	134.6	131.6	139.2	169.9	171.6	125.9
Saint John	135.5	137.6	138.0	138.5	135.0	128.9	145.4	192.6	156.2	125.7
Montreal	135.8	138.4	139.0	144.0	136.8	113.6	166.2	183.0	157.6	127.1
Ottawa	136.9	138.5	139.3	141.4	137.7	124.3	159.0	182.1	150.5	126.7
Toronto	137.6	140.8	141.1	139.2	141.8	127.7	145.4	173.4	192.6	123.9
Winnipeg	132.4	135.9	135.4	135.3	130.1	126.9	138.3	188.6	143.0	138.3
Saskatoon-Regina	130.5	132.2	132.3	134.2	128.4	133.3	136.9	150.5	152.0	124.4
Edmonton-Calgary	128.7	130.5	130.6	128.8	127.9	129.8	132.5	173.9	145.8	120.6
Vancouver	133.3	135.2	135.3	135.1	135.2	123.3	147.6	157.3	151.9	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590, June issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964 July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965 January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27
March	31	55	14,262	115,260	0.09
April	36	66	11,612	121,510	0.11
May	28	56	17,018	155,490	0.14
June	85	109	43,410	275,530	0.22
July	52	99	33,691	326,070	0.26

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JULY 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	2	155	90
Manufacturing	53	12,992	123,790
Construction	31	6,634	99,030
Transpn. & utilities	6	1,517	28,780
Trade	4	83	970
Finance	...	...	...
Service	1	20	170
Public administration	2	12,290	73,240
All industries	99	33,691	326,070

TABLE G-3—STRIKES AND LOCKOUTS, JULY 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	...	...	...
New Brunswick	1	750	750
Quebec	15	3,622	29,820
Ontario	64	15,147	189,350
Manitoba	2	33	390
Saskatchewan	...	...	...
Alberta	...	...	...
British Columbia	12	483	4,400
Federal	5	13,656	101,360
All jurisdictions	99	33,691	326,070

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accumulated		
MINES						
Metal						
Jones and Laughlin Steel Corp. Kirkland Lake, Ont.	Steelworkers Loc. 6409 (AFL-CIO/CLC)	125	60	60	July 27 July 27	Grievance procedure~Return of workers.
MANUFACTURING						
Food and Beverages						
St. Lawrence Sugar Refineries Ltd., Montreal, P.Q.	Bakery Workers Loc. 333 (CLC)	275	1,650	4,230	June 12 July 12	Wages, fringe benefits ~ .20¢ per hr. wage increase spread over a 2 yr. contract.
H.J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Workers Loc. 459 (AFL-CIO/CLC)	1,416	4,280	4,280	July 27	Wages, overtime, vacation~
Rubber						
Dunlop Canada Ltd., Port Whitby, Ont.	Rubber Workers, Locals 494–743 (AFL-CIO/CLC)	480	3,280	5,840	June 23 July 12	Wages~.19¢-.34¢ per hr. wage increase over 3 yr. period.
Paper						
Ontario Paper Co. Ltd., Thorold South, Ont.	Papermakers Loc. 101 (AFL-CIO/CLC)	885	6,200	16,520	June 15 July 12	Delay in negotiations~Return of workers pending further negotiations.
Quebec North Shore Paper Baie-Comeau, Que.	Pulp and Paper Mill Workers Locs. 352 & 375 (AFL-CIO/CLC)	1,100	9,900	18,700	June 21 July 15	Wages~Increases from .60¢ to .80¢ spread over 3 years.
Sommerville Industries Ltd., Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	130	100	100	July 22 July 23	Disciplinary action against two employees~Return of workers when dispute settled.
Printing and Publishing						
The Star, Telegram and Globe and Mail Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	647	14,030	116,760	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals						
Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	23,100	79,500	Apr. 20	Wages, vacations, statutory holidays~
Canadian Unicast Steel, Sherbrooke, Que.	CNTU-directly chartered	162	320	3,880	June 1 July 6	Wages, insurance plan, holidays~.28½¢-.56¢ per hr. increase over 3 years; group insurance half payable by company, improved holidays based on years of employment.
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	725	15,230	18,490	June 24	Wages, welfare program~
Samuel Son and Co. Ltd., Cooksville, Ont.	Steelworkers Loc. 6398 (AFL-CIO/CLC)	205	510	510	July 14 July 19	Wages~.07¢ per hr. increase immediately, .08¢ per hr. second year, .09¢ per hr. third year.
Canadian Electrolytic Zinc Ltd., Valleyfield, Que.	Steelworkers Loc. 6486 (AFL-CIO/CLC)	350	2,100	2,100	July 15 July 23	Removal of foreman~Return of workers, referral to conciliation.
Transportation Equipment						
Smith Bros. Motor Bodies, Ltd., Toronto, Ont.	Auto Workers, Loc. 303 (AFL-CIO/CLC)	106	2,230	2,810	June 23	Wages~
Saint John Shipbuilding and Dry Dock Co. Ltd., Saint John, N.B.	Marine Workers Loc. 3 (CLC)	750	750	750	July 28 July 30	Suspension of 40 workers protesting the curtailment of a free milk issue~Return of workers; point in question will be arbitrated.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accumulated		
Electrical Products						
Canadian Admiral Corp. Port Credit, Ont.	I.U.E. Loc. 545	485	2,910	8,730	June 15 July 12	Wages~Wage increase varying according to classification.
Beatty Bros. Ltd., Fergus, Ont.	Steelworkers Locs. 3789 & 6028 (AFL-CIO/CLC)	748	8,230	11,220	June 25 July 19	Wages, hours~.22½¢ per hr. wage increase spread over 3 years; reduction in hours from 42½ hr. week to 41¼, March 1, 1966.
Phillips Cables Ltd., Montreal, Que.	I.U.E. Loc. 503 (AFL-CIO/CLC)	217	1,950	1,950	July 3 July 16	Wages, welfare plan~.10¢ per hr. increase and .08¢ per hr. welfare increase retroactive to Dec. 23, 1964; .09¢ per hr. and .07¢ welfare increase on Dec. 23, 1965.
Phillips Cables Ltd., Brockville, Ont.	I.U.E. Loc. 510 (AFL-CIO/CLC)	524	4,720	4,720	July 3 July 16	Wages, vacation, sick benefits, pension plan~.10¢ per hr. wage increase immediately, .9¢ per hr. Dec. 23, 1965, .05¢ per hr. for skilled trades, and $120. settlement pay; vacations, 3 weeks after 10 years and 4 weeks after 20 years; improved sick benefits; pension plan to be tied in with Canada Pension Plan.
Non-Metallic Mineral Products						
National Sewer Pipe Ltd., Various locations, Ont.	CLC-directly chartered	154	3,230	5,230	June 14	Wages, hours~
Canadian Johns Manville Ltd., West Hill, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	525	3,150	7,350	June 21 July 11	Wages~Wage increases according to classification.
Exolon Company, Thorold, Ont.	Chemical Workers Loc. 582 (AFL-CIO/CLC)	225	230	230	July 14 July 15	Not reported~Return of workers.
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	440	3,450	3,450	July 16 July 29	Wages~.30¢ per hr. wage increase spread over a three yr. contract.
Petroleum and Coal Products						
Shell Oil Co. of Canada Ltd., North Burnaby, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	160	800	800	July 5 July 12	Disciplinary action against nine maintenance men~Return of workers when company agreed to serve them with written reprimands.
Miscellaneous Manufacturing						
Canada Cycle and Motor Co., Weston, Ont.	U.A.W. Loc. 28 (AFL-CIO/CLC)	340	60	60	July 8 July 8	Disciplinary dismissal of two employees~Return of workers.
CONSTRUCTION						
Various construction contractors Ottawa, Ont.	Labourers Loc. 527 (AFL-CIO/CLC)	225	4,730	7,710	June 4	Wages, bereavement pay, union security by sub contractors, fringe benefits~
Toronto Construction Association, Toronto Area, Ont.	Various unions	2,453	65,440	91,980	June 11	Wages~
The Builders' Exchange, London, Ont.	Various unions	928	9,870	9,870	July 5	Wages~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accumulated		
Various Construction Contractors, Windsor, Ont.	Carpenters Loc. 1293 (AFL-CIO/CLC)	356	500	500	July 13 July 26	Wages~.25¢ per hr. June 1, 1965, .23¢ per hr. June 1, 1966, .20¢ per hr. June 1, 1967; .45¢ per hr. June 1, 1968; improved vacation pay, room and board and travel allowance.
Fraser Brace Engineering, Kingston, Ont.	Carpenters Locs. 1758 and 249 (AFL-CIO/CLC)	637	3,710	3,710	July 13 July 21	Interim agreement~Return of workers when interim agreement signed; .25¢ per hr. wage increase.
Various Construction Contractors, Quebec, Que.	Plumbers and Electricians (CNTU)	1,200	10,800	10,800	July 20	Union certification~
TRANSPORTATION AND UTILITIES						
Storage						
National Harbours Board, Montreal, Que.	(CNTU-directly chartered)	1,142	25,290	39,570	June 13	Wages, union security, recognition of shop stewards, seniority and pension plans~
Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	118	2,890	5,330	June 2	Wages, fringe benefits~
Power, Gas and Water						
Union Gas Company of Canada Ltd., Windsor, Ont.	Chemical Workers Loc. 9-758 (AFL-CIO/CLC)	115	80	80	July 16 July 16	Company policy of directing a union member to replace a salaried inspector on vacation~Return of workers when company agreed to replace him on a voluntary basis.
PUBLIC ADMINISTRATION						
Federal Administration						
Post Office Department Various locations in Canada	Letter Carriers and Postal Employees' Assns.	12,257	72,680	72,680	July 22	Wages~

(*Continued from page 813*)

Price Bros. & Co., Kenogami & Riverbend, Que.—Pulp & Paper Wkrs. Federation (CNTU): 3-yr. agreement covering 650 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; premiums of 5¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. May 1, 1966 and 5¢ an hr. eff. May 1, 1967 for continuous operations; additional wage increase of 15¢ an hr. for skilled trades if mill on continuous operations; 2 wks. vacation after 3 yrs of service (formerly after 5 yrs.), 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; rate for labourer Aug. 1, 1967 will be $2.48 an hr.; agreement to expire April 30, 1968.

Provincial Paper, Thorold, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 5 wks. vacation after 25 yrs. of service (new provision) eff. Sept. 30, 1966; employer to pay full premiums of group life insurance, PSI, Ontario hospital insurance and weekly indemnity plans eff. May 1, 1965; rate for labourer Aug. 1, 1967 will be $2.45 an hr.; agreement to expire April 30, 1968.

CANADA

YOU can't afford to miss a single issue of

THE LABOUR GAZETTE

Check these services—

√ **COLLECTIVE BARGAINING REVIEW**—Monthly review of collective bargaining developments with summaries of the month's collective agreements.

√ **WAGES, HOURS AND WORKING CONDITIONS**—Analyses based on the Department of Labour's annual surveys of wages, hours and working conditions.

√ **UNEMPLOYMENT INSURANCE**—Selected decisions of the Umpire under the Unemployment Insurance Act, and monthly report on operations.

√ **LABOUR LEGISLATION**—Monthly reviews of legal decisions affecting Labour and of labour legislation, both federal and provincial.

√ **CONCILIATION BOARD REPORTS**—Complete text of all federal conciliation board reports.

√ **LABOUR STATISTICS**—Each month, a one-page table of current labour statistics for ready reference, plus a section of tables on the labour force, labour income, employment, hours and earnings, NES operations, unemployment insurance, prices, strikes, lockouts.

√ **CURRENT EMPLOYMENT SITUATION**

√ **CANADA LABOUR RELATIONS BOARD PROCEEDINGS**

√ **CONTRACTS CONTAINING FAIR WAGE SCHEDULES**

Factual - Accurate - Timely - Readable - Informative - Reliable

Published 12 times a year in English and French

Rate $3.00 a year—special half-price offer for groups of five or more subscriptions. SUBSCRIBE NOW.

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

HON. ALLAN J. MACEACHEN, *Minister*

G. V. HAYTHORNE, *Deputy Minister*